

GUIDE TO THE  
MERCANTILE MARINE

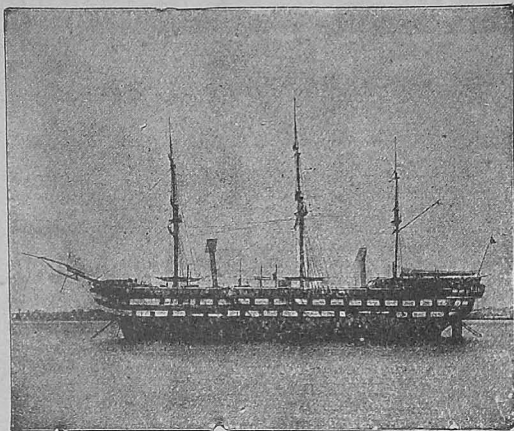
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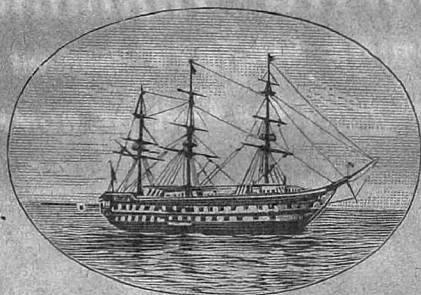
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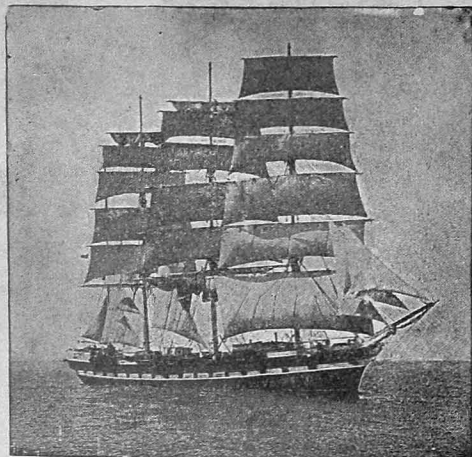
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# THE MERCANTILE MARINE

A GUIDE TO ALL WHO  
WISH TO JOIN IT

BY

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AND THEIR STORY," AND FOR FIVE YEARS EDITOR OF  
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## PREFACE

THIS book has been prepared as a guide to youths who desire to enter the Mercantile Marine. Some are ambitious to start as apprentices and rise to be commanders or officers. Others are content simply to make their start before the mast. Another section may have preference for marine engineering, while a number seek a livelihood as stewards or cooks. The humble, but equally necessary, duties of firemen and deck hands may appeal to others, and all these classes will find in the pages of this book the best advice I have been able to obtain. The Board of Trade, the Shipping Federation, the officials of the training ships, and various shipowners have given the most willing co-operation and assistance, for which I am grateful. The book must not be regarded, however, as an official publication.

R. A. F.

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# THE MERCANTILE MARINE

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## CHAPTER I

### MAKING A START

It is exceedingly probable that the parents disposed to gratify the desire of boys to go to sea, have wished as fervently as the boys themselves for a book telling them what to do and where to do it, in order to attain the desired end. To meet that wish this book has been compiled. There have been momentous changes in seafaring conditions within the last two or three years, and changes of one sort or another are continually going on. The steady diminution in the number of sailing vessels, and the resultant falling off in the opportunities for acquiring that training in seamanship to which the Government and ship-owners attach such importance, have helped to cause a shortage in the supply of both officers and men. One result has been the steady increase in the number of foreigners employed on British ships, though the language test introduced a year or two ago will, no doubt, help to correct that evil.



Most healthy boys, at some time or other, think they would like to go to sea, that is, to earn their livelihood afloat in one or other of the branches of service which seafaring permits. But unless a boy feels that he has the call of the sea in him, and is strong enough to stand the strain of what is after all a rather hard life, he had better stay ashore and do his best there, for without those two qualifications his seafaring will be advantageous neither to himself nor to anyone else. But if he hears the call of the sea he will certainly answer it, and no occupation ashore will satisfy him. And the call is seldom heard except by those who are robust enough to respond whole-heartedly.

The old days, when, by the way, seafaring was synonymous with romance and atrocious discomfort, and the bulk of over-sea merchandise was carried by sailing ships, are gone for ever: more's the pity from the picturesque point of view. Nowadays, the steam-driven vessel is in the great majority, and this has created a condition of affairs in regard to a sea career for young fellows who intend to become officers which, at best, is in the nature of a somewhat unsatisfactory compromise. However that may be, we have to take things as we find them and make the best of them, and I hope to show you how you can

go to sea if you want to. The difficulty of obtaining suitable officers for the big liners especially, besides a scarcity in the number of British boys willing to go to sea, induced the Shipping Federation, the Marine Society, Messrs. Devitt & Moore, and Messrs. Ismay, Imrie & Co., the managers of the White Star line, to see in their respective spheres what could be done to meet a difficulty which, if not grappled with seriously, threatened to have most grave results. What they have done, and the opportunities now afforded for youths who desired to adopt a seafaring career, are set forth in this book. I have endeavoured to write the book, not in a cut-and-dried fashion, but as though I was actually chatting with my readers personally, and directing my remarks to the boys while their parents listened. I have tried to be of service to the boys of all classes, whether they belong to affluent families who can afford to make the way comparatively easy for them, or to families in humble circumstances, or whether they are boys dependent on their own exertions and on the verge of actual poverty.

It should not be lost sight of that the way of all who aspire to rise in the seafaring profession is identical for rich and poor alike. The law is no respecter of persons in this case, whatever it

may be in some others, and rich and poor alike have to pass the same examinations, answer the same questions, and undergo the same sight test. At its best a sea life is a hard life; under other circumstances it may degenerate on some ships into what a sailor calls a "dog's life."

There are means which, if adopted, will enable any boy who is physically fit, whether he be wealthy or poor, to go to sea under conditions which will save him the worst of the drudgery, and if he reads this book he will learn how this can be done. I would strongly urge every boy who intends to become a navigating officer, or who is content with a less ambitious position before the mast as able seaman, or as boatswain on a big liner, to put in a preparatory period on a stationary training ship. There are the "Conway" and "Worcester" for the well-to-do, which are exclusively for those who intend to become officers, the "Indefatigable" for those of limited means, and the "Warspite" and a few others for those who have no means at all. These vessels have been dealt with separately, and the sea-going cadet ships are also described.

The sight test is compulsory for all who wish to enter any of the ships named and the sea-going cadet ships. I have referred to it at considerable



length, even at the risk of repetition, because of its importance. The method of test I have described is that known as the higher standard, which becomes obligatory on all in 1914, or before you will be able to enter for what is called your "certificate of competency," otherwise your second mate's "ticket." Don't jump at once to the conclusion that you are not colour blind, because you may be; but until you are scientifically tested you may not have deemed it possible.

In the book called *Regulations relating to the Examination of Masters and Mates in the Mercantile Marine*, you will find a page giving the five colours upon which the tests are based. If your eyesight is normal you will be able to tell which is which without any difficulty whatever. Many suffer from colour blindness without knowing it. To an acquaintance recently I showed the page displaying the five colours. After gazing at it and reading the accompanying letterpress he remarked, "If that's the colour test I don't think much of it. Two of them are nearly alike." So he convicted himself of being colour blind.

The Marine Department of the Board of Trade at Whitehall, and some of its officials elsewhere, have given me much valuable assistance for

which my thanks are due to them. I have also to thank the Shipping Federation, and the officials of the cadet and training ships for details concerning their vessels. The important question of expense has not been overlooked, and you will find what it will cost you to go to sea either on an expensive vessel or on one for which everything is found for you.

I have also included a few suggestions which youths desirous of adopting the profession of marine engineer may find helpful, the information they contain being supplied by a well-known firm of naval architects and engineers and one of the Marine Engineers' Societies.

A not inconsiderable number of boys, also, wish to become stewards or cooks, while others are content to go as firemen or trimmers. To them as well, I trust this book will be of some assistance.

It is impossible to indicate more than very generally the financial side of seafaring. The rates of pay offered by the different lines vary enormously. Some companies treat all ranks generously, and others have earned a reputation for niggardliness. The prizes are the commands of the big ocean passenger-carrying liners, the salaries and emoluments running to £800 a year or more, though there are not many who receive

such good pay as this, and in estimating pay it must be remembered that in such cases accommodation and food are given in. Some lines, especially in the short distance trades, require all higher ranks to keep themselves. But take it all round, the pay is as good as you would receive after an equal expenditure in time and money ashore in preparing for a shore billet. Outside the big lines, the main drawback is the precariousness of the employment, but it is hoped that this state of things will be remedied together with other faults that are now receiving attention. In all branches of the seafaring profession steadiness and attention to duty and conscientious work seldom go unrecognised or unrewarded.

The first advice I would give you is to deal as directly as possible with the shipowners or their accredited representatives or departmental officials. Probably not two per cent. of the men engaged on ocean-going ships obtained their situations through touts, and of officers probably none; though the percentage may be greater if coastal steamers are taken into account, and the waiters, so-called stewards, employed for the season on smooth water summer excursion steamers are reckoned. We will refer to the steward department later. As for advertising offering a premium for employment afloat, you

had better keep your money in your pocket. You would not go, and the legality of the procedure is questionable.

Let us suppose your ambition is to become an officer on one of the big mail lines, which is about as creditable and healthy an ambition as any young fellow can entertain. Everyone who enters the mercantile marine has to start at the bottom of the ladder. His progress, when he realises that he is about to begin the great climb, depends upon himself. The commanders of the palatial transatlantic liners and of the P. and O. and Orient and Royal Mail boats, and of all the other ocean-going steamers, all started at the bottom and worked their way up by their own industry and perseverance. What others have done you can do.

Let me give an instance of what perseverance and pluck can achieve. The honoured commander of one steamer, the tonnage of which is not far short of five figures, started his sea career in only the clothes he wore at the time, and there were none too many of them either. He shipped as boy on a small coasting sailing trader. Ere long he became an ordinary seaman, this being his first promotion, and then joined an ocean-going ship; and his next step was to become an A.B., otherwise an able seaman, a competent man before

the mast. He put in the regulation four years at sea, and devoted his spare time to study. He spent some of his pay at the end of every voyage on the necessary books. Of course, his companions chaffed him a bit, but sailors are not half as black as they are painted, once they are at sea, and they almost always take an interest in any lad before the mast who is studying to advance himself, and they help him as well as they can. The average man before the mast knows next to nothing of navigation, but he often knows a very great deal of seamanship, and his hints to a youngster on that important subject may be invaluable. The difference between navigation and seamanship is greater than many people ashore imagine. Navigation is the art of finding the way across the ocean by solar and astronomical observations, and so on; seamanship is the art of managing a ship so as to keep her on her way in safety whatever the weather. The captain I am referring to, after his four years before the mast, put in a few weeks at one of the nautical schools—you can find some in every port conducted by retired master mariners—and passed his examination for second mate. After eighteen months at sea he passed as first mate, and in course of time he took his master's certificate and then the extra master's certificate.

He is not the only one by many who has worked his way up ; gone in at the hawse pipe and finished on the poop, as sailors say. You will have noticed the hawse holes or pipes, one or two on either side of the stem, through which the anchor chains run. Boys anxious to run away to sea, or stowaways seeking to get on board to conceal themselves, used to think they had a better chance by climbing up the anchor lines or mooring lines than if they tried to mount the gangway or the ship's ladder, as indeed they had, for they would probably meet the mate at the top, and mates are not sympathetic to stowaways and runaways ; so they tried the other way, hence the expression.

Boys who seek a seafaring career may be divided into four classes, viz. :—

1. Those whose parents or guardians or themselves have no money whatever to spare for outfit or anything else. These boys, probably, are in the majority.

2. Those for whom the necessary outfit can be provided by their friends and relatives, but who find the apprenticeship fees too serious an item.

3. Those boys whose parents or guardians can just manage to afford the outfit and pay the more moderate apprenticeship fees which some owners charge.



4. Those whose parents and guardians are sufficiently well off to be able to afford the fees charged for boys on training ships like the "Conway" or "Worcester," or the sea-going training ships like the "Port Jackson" or "Medway" or "Mersey."

Let us deal with these four classes in the reverse order to that in which they are here set down.

We will suppose that you intend to become a navigating officer and that your people are sufficiently wealthy to be able to meet the expense to ensure you the maximum of advantages and the minimum of discomfort. Doubtless in these circumstances you have had a good secondary or grammar school education, or may have been at a public school. This will be a great help to you, especially if your schooling has been on the modern and commercial side and not on the classical side. But before going to the trouble and expense of finding a ship and providing an outfit, it is very advisable that you should undergo the test as laid down by the Board of Trade regulations, to ascertain whether your sight is all right, and that you are free from colour blindness.

There are still a few owners who take apprentices without stipulating that the boys shall be free from colour blindness, and you may go to sea on one of their boats, but if at the end of your

four years at sea you fail to pass this test you have absolutely no chance whatever of becoming an officer and you will get no second mate's certificate, no matter how excellently you have studied to pass all the other subjects in the examination ; indeed, you will not be examined in them at all unless you first pass the colour test. If disappointment in this particular is to be your lot, it is better that it should be discovered before you enter upon your four years' qualification than at the end of that term, as you can devote the four years to something better than preparing for a career from which nature has inexorably excluded you.

An examination by your medical man to determine whether your eyes are free from disease is not sufficient, as it might not reveal whether your eyes are colour perfect or not ; but if your eyes suffer from any degree of colour blindness which the Board of Trade examiners can detect, the medical certificate will avail you nothing. You can be examined by the Board of Trade examiner, of whom there is one or more at every port of importance in the country, at a small cost, part of which will be returned to you if you fail. Whether it is worth while for you to try again will depend upon the examiner's report ; all particulars are recorded for reference on

a future occasion if required, not that you are likely to want them, but the department may. Colour tests on the lines of those of the Board of Trade can usually be arranged elsewhere, but these, of course, are unrecognised by the Board.

All boys, of whatever social class, who desire to go to sea and rise in the profession must pass the colour test. If a sailor wishes to become a boatswain on one of the big mail steamers it is to his advantage to have passed the test, for preference will be given to a man of proved sound eyesight over one whose eyes are untested. So far as the Board of Trade regulations are concerned, the test for petty officers on the mail lines is optional, but many of the companies nevertheless exercise a preference as indicated.

In the cadet and training ships, about to be described, an adequate colour test is compulsory, and preference is given to that by the Board of Trade examiners. For apprentices received in the ordinary way, it is optional with some firms and compulsory with others. For boys going before the mast it is optional only. But for them, as for everyone else, the test must be passed before certificated rank can be obtained. It is not a very difficult test, but it certainly does show whether you can distinguish between certain colours. A fuller reference to the subject

will be found under the heading of "Colour Blindness and Sight Test."

A book you should certainly begin to study as soon as you are settled down on a training ship or as a sea-going apprentice is that issued by the Board of Trade and entitled, *Regulations relating to the Examination of Masters and Mates in the Mercantile Marine*. The latest edition, though dated 1909, came into force only on January 1st, 1910, and contains all the alterations and additions made to the 1904 edition. The price is one shilling, and any bookseller can obtain it for you.

As the facilities for going to sea in square-rigged sailing ships are decreasing, and the opportunities for shipping on steamers are increasing, three classes of certificates are granted by the Board of Trade. These are :—

1. Certificates for those who have passed their examinations after serving the required period in foreign-going square-rigged vessels. These are known as ordinary certificates. Square-rigged vessels include full-rigged ships, barques, brigs, barquentines, brigantines, and steamships carrying square sails.

2. Certificates for foreign-going fore-and-aft rigged vessels. Candidates who have not served at least one year in square-rigged sailing vessels,

out of their four years at sea, or who show ignorance of the management of full-rigged ships, may obtain fore-and-aft certificates.

### 3. Certificates for foreign-going steamships.

If you have an "ordinary" certificate you can ship on any vessel on which you can obtain a billet. If you have only a fore-and-aft certificate you can ship only on a fore-and-aft sailing vessel, probably a coaster and at best a topsail schooner, which carries only a couple of square sails on her foremast and cannot be classed as a brigantine. Very few young fellows indeed take the fore-and-aft certificate, the most of those who do so intending to serve on some small coaster in the ownership of which their friends or relatives are interested. If the possessor of one of these certificates wishes afterwards to take the higher or "ordinary" grade he must put in a twelvemonth at sea in a square-rigged vessel before he can sit for his second mate's ordinary examination, and must go through the whole examination, in spite of the "fore-and-aft" he already holds, unless he has previously held an ordinary certificate of a lower grade. This proviso was introduced to meet such cases as that of a candidate failing to pass for the ordinary mate's "ticket" and receiving a "fore-and-aft"; and after serving perhaps as first mate in a fore-and-aft

vessel—though this is not obligatory—he has again sought to obtain the ordinary certificate. It really provides an opportunity for a man of very limited means to earn his living while continuing his studies until he feels that he can again present himself for examination.

Certificates for foreign-going steamships are issued only to candidates who have not passed one year in a square-rigged sailing vessel, or who show in their examination their ignorance of the management of square-rigged sailing vessels. Further, their qualifying period for these certificates must have been spent in steamships. Holders of these certificates may go to sea as officers in steamships only; sailing vessels of all kinds are closed against them. The same conditions apply as in the case of the “fore-and-after” to those who wish to obtain ordinary certificates.

Or, if your ambitions do not lead you to qualify for foreign trading, you may qualify for the home trade passenger ships, which include the cross-channel services and voyages as far as the Elbe in one direction and Brest in the other, but before you can get a certificate to serve even in these ships you will have to spend a certain time in a vessel in the foreign trade. To secure employment on one of the home passenger trade boats—at all times difficult to obtain—you can

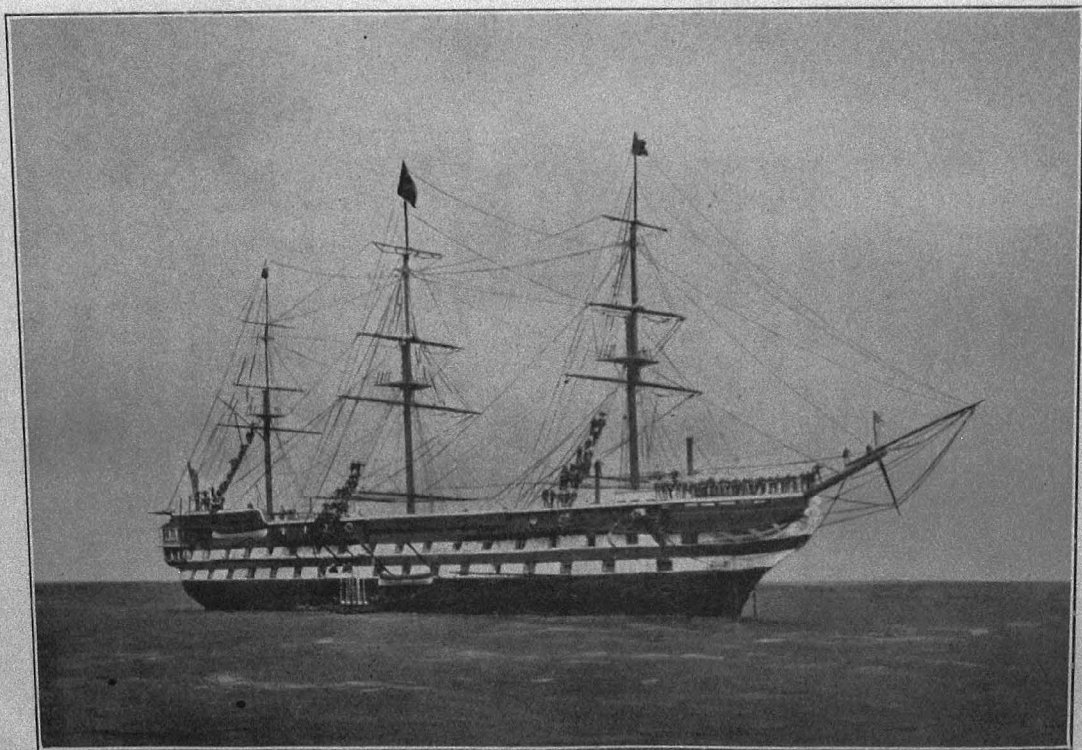
apply to the Shipping Federation, the company owning the vessel, or the Shore Superintendent of the line at the port from which the steamers sail, the last method being usually necessary in the case of the steamers owned by the railway companies. But you should understand that the number seeking employment on the coasting steamers of well-known companies is always in excess of the demand, and unless you know someone already employed on them who can speak for you, the chances of your obtaining employment in that quarter are exceedingly remote. On the other hand, vacancies may, and sometimes do, unexpectedly occur, and provided they are not bespoken for relatives or friends of employees you would stand as good a chance as anyone else.

Many boys first go to sea in trawling or other fishing boats. It is not enough to have served exclusively in deep-sea fishing vessels, or on pilot boats, to obtain a certificate. Any youth who has done this and wants to go higher, must serve, in addition, eighteen months in an ordinary foreign-going trader, or twenty-seven months in the home and coasting trade ; while if he wishes for a home trade passenger certificate he must serve at least twelve months in an ordinary trading vessel in the foreign, home, or coasting trade.

Cooks and stewards are not counted as seamen,



but if they have been engaged systematically in deck duties as well, a portion of the time will be allowed to count in their favour if they aim at becoming second mates. Service in yachts will only be regarded as qualifying service under very special conditions.



*Photo by A. H. Stuart, Esq.*

SCHOOL SHIP H.M.S. "CONWAY"

## CHAPTER II

THE TRAINING SHIPS "CONWAY" AND  
"WORCESTER," AND THE SEA-GOING CADET SHIPS  
"PORT JACKSON," "MEDWAY" AND "MERSEY"

HAVING overcome this difficulty and discovered that you are not colour blind, let us suppose that it is decided that you enter one of these floating colleges or school ships. The principal of these are the "Conway," which lies in the Mersey, near Birkenhead, and the "Worcester," which is moored in the Thames, near Greenhithe.

Both these vessels have received the favourable recognition of the Sovereign. The late Queen Victoria awarded a gold medal annually, and King Edward and King George have followed her kindly example, to the boy who shows the qualities likely to make the finest sailor, whether he intends to join the Royal Navy or the Merchant Service. These qualities are :—

"Cheerful submission to superiors, self-respect and independence of character, kindness and protection to the weak, readiness to forgive offence, desire to conciliate the differences of others, and above all fearless devotion to duty and unflinching truthfulness."

The moral value of the prize is very great, for it stamps the recipient's character in such a way that he feels that for the rest of his life he must live up to the reputation he earned as a candidate for the royal medal when he was a "Conway" or "Worcester" cadet.

The "Conway" will probably be your choice if you live anywhere near Liverpool, or in the Midlands or the North of England. You, or your father or guardian, must write to:—

The Captain Superintendent,  
H.M.S. "Conway," School Ship,  
Rock Ferry,  
Cheshire.

The Captain is Commander H. W. Broadbent, R.D., R.N.R., who will send you in return a prospectus showing exactly what the school does for its boys and the prospects of advancement it holds out to them. The prospectus will be accompanied by an application form to be filled in by the parent or guardian, a medical certificate to be signed by a doctor, stating that the boy is "in good health, has been tested for colour blindness, is free from defects of vision and hearing, and is mentally and physically fit for the Sea Service." A certificate from the last school at which you attended must also be filled in; it deals with writing and spelling, history, geography,

scripture history, French, algebra, arithmetic, geometry, athletics, swimming and character.

These particulars are considered by the committee, together with the form which your parent or guardian has filled up, which deals among other things with the important question of finance, and all being well, you will be notified that a vacancy will occur at the end of the term, and that you must present yourself upon a certain day to enter upon your training for your chosen profession.

For some reason or other, a great deal of misconception exists among the general public as to these training ships. Both the "Conway" and the "Worcester" are fine old warships of a type useless now for fighting purposes, but excellently built and fitted, and admirably suitable for the uses to which they are now devoted. The present "Conway" is the third school ship in the Mersey to bear the name. She was formerly the auxiliary screw battleship "Nile," carrying ninety guns, but the guns and machinery have been removed, and the spacious decks, four in number, are clear fore and aft, with the exception of the space required for the cabins for the staff, and the galley, etc. The ship is 245 feet in length by 54 feet beam, so it will be seen she is a fine roomy vessel. She is fully rigged, so that the boys can

be trained in going aloft, which every boy does as soon and as often as possible, and the upper deck makes a capital playground. There are, in addition, large playing fields ashore, for cricket, tennis, football, and other outdoor games; and a special feature is made of boat sailing during the summer, and of boat service generally throughout the year. The ship is lighted throughout by electricity, and is artificially heated in the winter, and nothing is spared to give the cadets a thorough training in all the nautical and mechanical subjects likely to be of use to them in the ordinary course of their sea career or in an emergency. Details of these subjects are given in a later paragraph.

No boy under twelve years of age is received, and as a rule no boy over sixteen years of age is eligible, though in exceptional circumstances a boy up to seventeen years may be admitted. The fees are sixty-five guineas per annum, or £22 15s. per term, payable in advance, and a term's notice or a term's fee must be forthcoming if it should be desired to remove a pupil before the expiry of the two years it is understood he intends to spend on the ship. This charge includes three suits of uniform per annum, medical attendance, washing, use of books, and school stationery. There is also a small charge for recreation purposes.



*Photo by M. F. W. B.*

THE SAILING CUTTER OF H.M.S. "CONWAY"



The Mercantile Marine Service Association, one of the principal organisations of masters and mates for mutual advantage and protecting the interests of the profession generally, and members of the association in particular, takes a great interest in the work of the ship, is represented on the committee of management, and not only proves a friend to the cadets while they are on the ship, but looks after their interests when their time is up, helps them to find ships, urges them to become members, and when they do so renders them every possible assistance in case of any subsequent trouble at sea.

The Merchant Service Guild is another organisation among masters and officers of the mercantile marine which also does an excellent work on behalf of its members. You should join one or other of these organisations as soon as you are qualified to do so.

The sons of officers of the Royal Navy and of nautical members of the Mercantile Marine Service Association are admitted to the "Conway" on more favourable terms. The outfit required is much the same as that for the "Worcester," given on a later page.

The period of training on board is expected to extend to two years, and no boy will obtain a certificate for a less period. The parchment

certificate of two years on the "Conway" is recognised by the Board of Trade as equivalent to having passed one year at sea, and the holder is therefore able to sit for his examination as second mate after only three years actual sea service. As some boys learn more quickly than others, and comparative slowness does not imply a lack of worth, the committee recommends that cadets, who, at the end of their second year, are not as well advanced in their studies as they might be, should stay until they can pass the school examination entitling them to the "Conway" certificate. Besides the certificate valuable prizes are offered, thanks in no small measure to the generosity of the great Liverpool ship-owners.

After a boy has passed his two years' training and is sixteen years of age, he may, if his studies are completed to the satisfaction of the Commander, endeavour to get a ship, and until he obtains a situation he can remain on board for five guineas a month, payable in advance.

This arrangement is of advantage to boys whose homes are at a considerable distance, for vacancies in ships are often filled hurriedly or at short notice, and boys on the spot naturally have the first opportunities. The Committee will endeavour, without binding themselves to do so,



*Photo by Robinson & Thompson.*

SEAMANSHIP INSTRUCTION. H.M.S. "CONWAY"

to find a boy a position on a good ship, either a sailer or a steamer, the owners of which are known to them ; and the chances are that the captain of the vessel will be known to them also, and may even have been a " Conway " boy himself. This, too, is a help, for in the school training great stress is laid on *esprit de corps*, and the brotherhood of the men of the training ships is proverbial. To foster this feeling the " Conway " has a club for " old boys," and a magazine, published bi-monthly during terms, dealing with the events of the school life and containing letters written by former members of the ship from all sorts of places, with the result that the interest in the old school is maintained and that whenever one old " Conway " boy meets another, no matter in what out-of-the-way port, he feels that he has met a friend, and their intercourse, whether of a business or personal character, becomes at once more friendly.

The " Conway " also performs a patriotic function in training lads to become officers in the Royal Navy. It has a special " Osborne " class, which trains for the Royal Naval College, Dartmouth, and in connection with this class it has a large and well-fitted workshop with steam-driven lathes, drills, planing machines, etc. There are also on board a smithy, small brass foundry,

and moulding shop, besides a carpenter's shop, in which joinery and pattern making are taught.

Though usually spoken of as "The Worcester," the full title of this admirable training institution, founded in 1862, is "The Incorporated Thames Nautical Training College, H.M.S. Worcester." The society was incorporated in 1893. The ship is a fine roomy wooden three-decker, one of the last and best of the "wooden walls of Old England," and, anchored off Greenwich, is a familiar sight to those who pass up and down the lower Thames. It is under the control of a Captain-Superintendent, who is assisted by a head master, a chief officer, and competent instructors in navigation and seamanship. The duties the boys, or cadets as they are called, have to perform are, as nearly as possible, such as would fall to their lots on a first-class ship. No boy is admitted under eleven years of age, nor over fifteen and a half years. The terms are sixty-five guineas per boy per year, payable in advance as follows:—First term, £33 5s.; second term, £17 10s.; third term, £17 10s. The fee for the first term includes uniform, ordinary medical attendance, and the use of general school books and stationery. Cadets have to wear the regulation uniform during term. The following are provided yearly by the institution:—

Best dress jacket, waistcoat, trousers (without pockets), cap and badge (black strap and black buttons and band), also a second pair of blue cloth trousers (without pockets), cap, and two uniform blue serge shirts. The cadet's parents are required to provide the following :—

Three white shirts, three Crimean flannel shirts, three night shirts or pyjamas (latter recommended), six pairs worsted socks, six colored handkerchiefs, two black silk neck ties, two black silk bow ties, two pairs boots or shoes (not large nails) without toe caps, one pair leather slippers, one pair gymnasium shoes, three under singlets, three pairs drawers, one duck bag, four towels, hair brush, comb, clothes brush and bag, and two shoe brushes, sponge and bag, one white vest, one pair blue pilot cloth trousers (without pockets), four pairs duck trousers (without pockets), one pair bathing drawers, monkey jacket, one clasp knife, belt, gloves (brown, woollen and dogskin), sea boots, one sea chest, linen collars (turn down), mackintosh or oilskins and south-wester, blue cloth jacket (double-breasted), one hussif, with needles, thread, etc., three white cap covers, and bridge coat (optional). All articles of clothing must bear the cadet's name.

In order to secure uniformity of equipment,

uniforms and all other requirements must be obtained from a firm with which arrangements have been made by the committee, and the address of this firm will be given by the committee. Any underclothing a boy has should be added to the above list, together with any boots or shoes which have no nails in the soles, and he should also take his cricket and football clothes.

On all the training ships the health of the boys is well looked after, and in case of indisposition sufficiently serious to keep the patient in bed, he is removed to a sanatorium ashore established in connection with the ship.

A short preliminary examination to decide the class to which the boy is to be assigned is held as soon as possible after his admission.

The education on board the "Worcester," no less than on the "Conway," is planned most carefully to be of the greatest possible assistance either for those who intend to join the naval reserve or who intend to become officers in the merchant service. Many of the subjects, indeed, most of them, are equally necessary whichever is chosen. Navigation and nautical astronomy, and so on, are as necessary for the officers on a battleship as for those on a coasting steamer. Certainly the latter may depend more on "dead reckoning" than the former, under ordinary circumstances,

but the necessity for a full practical knowledge of navigation is as great in the one as in the other, and navigation is an art which requires a considerable knowledge of mathematics. This is more than ever the case nowadays with the navigation of great ocean liners, for which time tables as to days of arrival and departure are laid down months beforehand, with a full knowledge of what the vessels can do. Therefore in all the training ships for cadets, the subjects of instruction include English, history, geography, scripture, French, drawing, arithmetic, algebra, geometry, trigonometry, theoretical and practical navigation, theoretical and practical nautical astronomy, magnetism, the "deviascope," meteorology, the use of charts, and nautical surveying. It reads a formidable list, but it is nothing like as formidable as it sounds; and it is surprising how easily the difficulties disappear when they are tackled with the help of competent instructors. The foregoing list is taken from the "actual" curriculum of the "Worcester," though that of the "Conway" differs hardly at all from it. The "out of school" studies include practical seamanship in all its branches, this including elementary steam, electricity, and naval architecture; physical and other drills, swimming—the "Worcester" has a special swimming bath



in connection with the ship ;—and there is a special class of hygiene for the simple treatment of the sick and injured on board—somewhat akin to the St. John Ambulance Society's training ashore—for which an extra fee is charged. The " Worcester," as stated, trains for the naval reserve also, and boys who intend to compete for the Royal Naval College at Osborne must be between twelve and thirteen years of age when examined by the Admiralty Committee. The terms begin in January, May, and September ; the cadets get three weeks holiday at Easter, eight at Midsummer, and five at Christmas.

If the cadet on any training ship wants a holiday at any other time, the chances are he will not get it, for the course of study is arranged for those who intend to work, not for those who think that a year in a training ship is going to be twelve months' loafing and jollification, and certificates of competency may be withheld until all lost time has been made up. The religious side of the boys' instruction is not forgotten either ; morning and evening prayers are held, and divine service is conducted on board on Sundays, and every day a few minutes are given for private prayer when absolute silence is maintained throughout the ship. This applies both to the " Worcester " and the " Conway."

The inducements to progress are very great, apart from personal ambition. The "Worcester" Board of Trade certificate is a valuable testimonial, and to obtain it you must have been two years at the school and not be under fifteen years of age, and you must have reached one of the three upper nautical classes. This certificate is of great assistance when you have to find a sea-going ship to complete your training, for without it your two years' training on board will not be permitted to count as one year of your sea training, and you would then have to serve four years at sea instead of three.

A certain number of commissions as midshipmen in the royal naval reserve is offered by the Admiralty to both "Conway" and "Worcester" cadets, and both these vessels provide also special facilities for entering the (Bengal) Hoogly pilot service, and the Royal Indian Marine. The Elder Brethren of the Trinity House, the Royal Meteorological Society, and the Royal Geographical Society, and several of the principal steamship companies whose headquarters are in Port of London give valuable prizes yearly for competition among "Worcester" boys, and in the case of the steamer companies the winners receive preference when the question of an engagement has to be considered.

Applications for admission should be addressed to either of the following :—

The Secretary,

H.M.S. " Worcester " Nautical Training  
College,

72, Mark Lane,

London, E.C.

Commander D. Wilson-Barker, R.N.R.,

H.M.S. " Worcester," Training Ship,  
Greenhithe,

Kent.

Now, the training on these two vessels is so thorough that the Government has decided that two years spent on either of them shall be counted as one year towards the four years you as a would-be officer are expected to spend at sea before you can apply to be examined as to your fitness to receive a second mate's certificate. That is, you can spend two years on the " Conway " or " Worcester " and three years at sea as an apprentice ; on either school ship you will receive an excellent nautical schooling and avoid having to spend at sea your first twelve months afloat, and you thus get out of what many boys who have to put up with it find to be a most unpleasant time, what with the roughness of the life, its strangeness, and the miseries of sea-sickness.

Besides, you get such a training that if you



DEVITT AND MOORE'S TRAINING  
SHIP "MACQUARIE"

are of ordinary intelligence you will learn enough on the "Conway" or "Worcester" to enable you to pursue your studies unaided during the other three years. When at last you are appointed to a ship and find yourself established as a sea apprentice, you will probably find that among the other three or four apprentices there will be one or two who have not had the advantages you have received. Don't despise him on that account; he is facing the struggle under circumstances that you were saved from, and if you can help him along with his studies by all means do so. Friendships at sea are always valuable, and those formed in the days of one's apprenticeship usually last through one's career.

If, however, you are impatient to be away on the ocean as soon as possible, and at the same time have all the advantages of a training ship of the highest available social class, a way is open though there may be a considerable lapse of time before your wishes are gratified. You can join one of Messrs. Devitt & Moore's training ships. These vessels are only in port—London—for about three months during the summer. The rest of the year is spent in going to and returning from Australia, and includes the time spent at Melbourne or Sydney. The "Medway," of 2,500 tons, is a steel four-masted

barque, and the "Port Jackson," 2,300 tons, is an iron four-masted barque; both are very fine vessels, as the writer can testify, and are of the highest class at Lloyd's, and are fitted in connection with the scheme—inaugurated by Messrs. Devitt & Moore in 1890 in conjunction with Lord Brassey—of sea training of youths who wish to become officers, with everything necessary for the accommodation and instruction in seamanship and navigation of a limited number of cadets. The boys are berthed in large deckhouses aft, in which are spacious mess and class rooms, and as they have to take their turn in the working of the ship, they learn their seamanship almost by instinct. They thus have to work with the crew, but the discipline on board effectually prevents any approach to familiarity on either side, the boys being taught from the first to regard themselves as future officers.

The applications on behalf of those who wish to join these ships usually exceed in number the vacancies to be filled. Early application is therefore necessary, as the vacancies are filled in rotation from the applicants, subject to certain conditions being met. The first thing to do is to ascertain whether you are physically fit for a life at sea and that your eyesight is all right and that you do not suffer from colour blindness.

This step being passed satisfactorily, your parents or guardians present you personally at Messrs. Devitt & Moore's, Ltd., office at 12, Fenchurch Buildings, London, E.C.; or if that cannot be managed, you or they must write, stating your height and chest measurement, and sending satisfactory certificates as to your education and conduct; and the further arrangements lie between Messrs. Devitt & Moore and your parents or guardians.

The question of premiums is of importance. If you have had two years' training on the "Worcester" or "Conway," or at Osborne, you will have to serve only for three years at sea instead of four, and a further appreciation of your training on these ships is shown by Messrs. Devitt & Moore being willing to accept reduced premiums for boys thus trained.

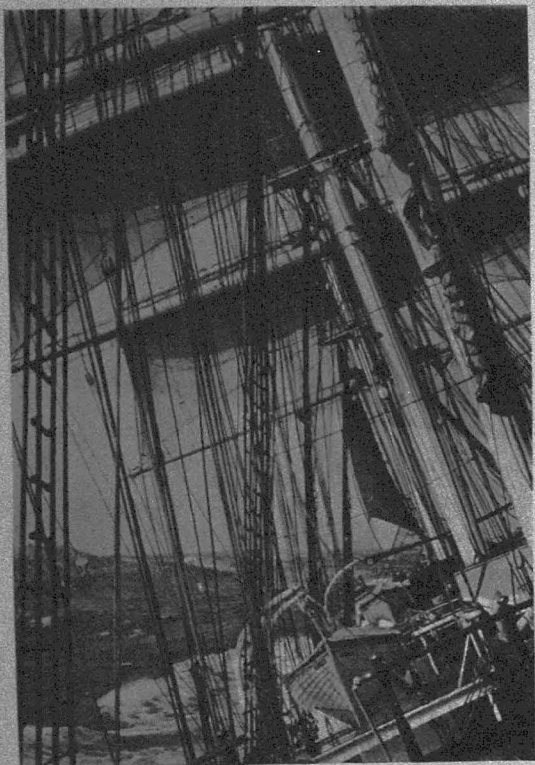
The Union Castle Line, the Cunard Line, the Booth Line, and the Shaw, Savill and Albion Line are all interested in these ships, and after the cadets trained in them have received their officers' certificates, these lines give them preference in the matter of employment. The ships carry naval instructors, who, acting under the captains, are appointed to teach the boys navigation, nautical astronomy, and the higher branches of the profession. *Certificates of merit*

and efficiency are given after every voyage. A midshipman's outfit for an Australian voyage of nine to ten months must be designed to provide for great varieties of climate, besides being equal to the not inconsiderable wear and tear of ship life.

The outfit as recommended by the managers of these ships costs about £30 to £35, but taking into account the clothes you already have, the cost may be lessened considerably. But don't stint yourself of clothes, for salt water plays the mischief with clothing, and it is as easy to have too little as too much. The outfit the firm recommends includes the following :—

Horsehair mattress and bolster, feather pillow, two pairs blankets, four pairs sheets (optional), one rug, six pillow-cases, six coloured flannel shirts, six white shirts (optional), three pyjama suits, white linen collars (optional), blue twill serge uniform suit (best), blue serge uniform suit, two pairs serge working trousers, three thick wool under-vests, black silk uniform ties, four pairs wool pants, three fine merino under-vests, three blue dungaree working suits, blue pilot cloth monkey jacket, six white drill uniform suits, six pairs half-hose, six pairs heavy knitted half-hose, two pairs lambswool sea-boot stockings (optional), six white handkerchiefs, twelve coloured





UNDER REEFED TOPSAILS

handkerchiefs, worsted comforter, blue jersey, pair knitted mittens, oilskin suit, sou'wester, long oilskin coat (optional), two pairs black lace boots, three pairs white canvas shoes, clothes bag with lock and key, pair leather sea boots, pair braces, clothes brush, two nail brushes, hair brush and comb, sponge and waterproof-bag, housewife (fitted complete), uniform belt, strap belt, two sheath knives (two belts, two lanyards), twelve towels, three bath towels, four lbs. toilet soap, two tooth-brushes and tooth-powder, uniform badge cap, two working caps with flag on band, storm cap, straw hat with flag on ribbon (optional), sun hat (optional), white cap covers, sea chest, and bedding bag.

The terms are not high when it is remembered they include board, accommodation, and instruction, and in this respect they compare not unfavourably with the cost that would have to be met were the boy kept at home and fees paid for instructing him in an occupation in which the prospects are about the same. There is this to be said for the seafaring calling, that it allows one to see a great deal of the world as well.

Besides the advantages already mentioned of having had two years' training at Osborne or on the "Conway" or "Worcester," there is the further advantage that if you are going from

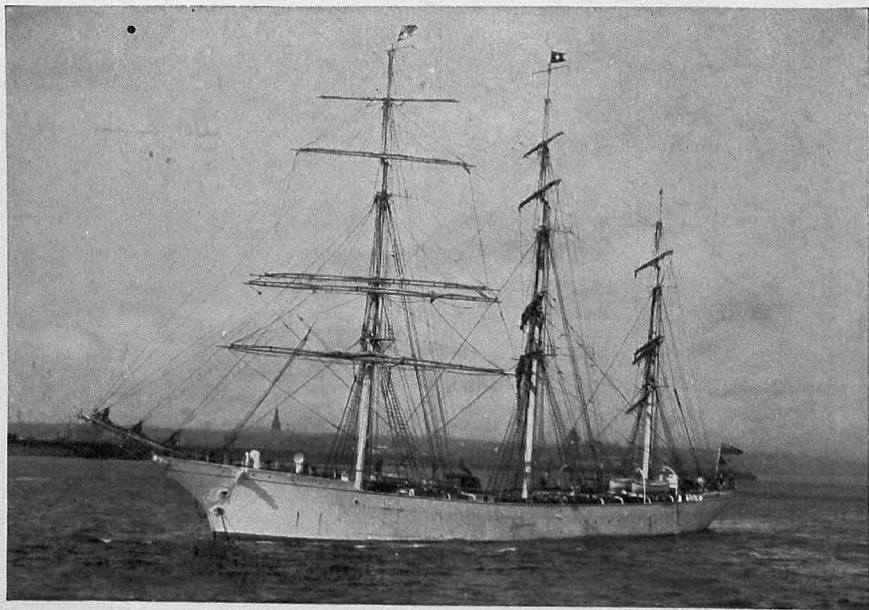
either of these to join one of Messrs. Devitt & Moore's ships your terms will be reduced. The ordinary premiums are :—for a first voyage £70, second voyage £65, third voyage £60, and fourth voyage £60. Boys from the "Conway" or "Worcester," however, are charged £60 for their first year, £60 for their second year, and £50 for their third year. These fees include all charges for premium and mess money. If a voyage out and home lasts more than nine months a further charge of £7 10s. per month will be made, beginning with the tenth month. The premium is payable at the commencement of each voyage and either party may withdraw at the close of a voyage. A great many boys do withdraw after the first voyage; they probably find that the life is as unsuited to them as they are to it. Some don't take at all kindly to hard work, especially when it includes going aloft in dirty weather at night; and some suffer first from sea-sickness, and for the remainder of the voyage from home-sickness; and some resent the discipline on board, and are glad when the opportunity occurs to look out for a "shore job" when they return to England. In the event of a youth's withdrawal, from whatever cause, no part of the premium is returned. Besides these fees, a charge of 7s. 6d. per voyage is made for stationery for

school work, and each boy must provide himself with an *Epitome of Navigation* and an inexpensive case of mathematical instruments, which can be obtained on board at cost price. As the working suits have to be changed once a week, a charge of 30s. per voyage is made for washing at sea, independent of any washing in port. The food supplied on these vessels is much superior to that given on most vessels carrying apprentices in the ordinary way, and all mess utensils are supplied by the ship. When the ships are in London the boys are under the charge and at the expense of their friends or relatives.

To facilitate the training of officers suitable to be appointed to the large passenger steamers owned by the White Star line and the lines associated with it, Messrs. Ismay, Imrie & Co., the managers of the White Star line, endeavour to solve the problem for themselves. They found that owing to the ocean-carrying trade having been largely transferred of late years from sailing vessels to steamers, and owing also to the lack of opportunities for affording to future officers an efficient training on steamships, some steps had to be taken so far as their own lines were concerned to meet the difficulty. Accordingly a scheme was devised for educating cadets as apprentices on a first-class sailing vessel, of a

"suitable size for boys to handle," to quote from the company's pamphlet. But do not think from this that it is a holiday ship. It is intended for trade and business, and very serious business too. Its commander is one of the best known men sailing out of the port of Liverpool. He has, of course, the usual efficient staff of certificated officers for the navigation of the ship. Under him there is, also, an efficient nautical and educational staff by whom the cadets are carefully and regularly exercised and instructed, and in addition to completing their general education they are taught the special subjects required to qualify them for their profession, these being in many respects similar to those on the "Conway," "Worcester," or Messrs. Devitt & Moore's ships. The vessel commissioned by the White Star Line is the splendid Clyde built steel clipper ship "Mersey," of 1814 tons gross register, and of the highest class at Lloyd's; she trades to Australia, but may be sent to such other parts of the world as circumstances render necessary.

Generally she carries about sixty boys, and at present preference is given to those who have served their preliminary training on the "Conway" or "Worcester." The "Mersey" comes under the special regulations issued by the Board



WHITE STAR LINE CADET SHIP "MERSEY"

of Trade whereby cadets who have had four years' instruction (or three years if they have served satisfactorily on the "Conway" or "Worcester" for two years previously) on an approved training ship may enter for their examination as second mate, and after obtaining this certificate and serving in vessels satisfying certain requirements, may be allowed to sit for examination for certificates as first mate and, in due course, as master.

This is really more important than seems evident at first. Continuation of service with the companies concerned will thus be provided for. "Mersey" cadets who have not served on either the "Conway" or "Worcester" are articulated for four years, but if they have undergone two years' training on one of those vessels, and have the certificates issued from them, they need be indentured to the "Mersey" for only three years. All the indentures are subject to cancellation or the transfer of the cadet to the steamers, if for any reason the owners should decide to cease running the ship. This, too, is a provision in which the interests of the boys are considered, as it gives a youth the opportunity of deciding to continue his training in steam instead of sail, if circumstances should unfortunately arise to render the exercise of the choice

advisable. The terms charged include accommodation, education, food, medical attendance and nautical training for the voyage out and home, usually lasting about ten months.

The fee for the first year is £70, for the second year £60, for the third year £40, and for the fourth year £30. Boys from the school ships pay £60, £40, and £30 for their three years respectively. Cadets who pass the necessary examination and hold an officer's position with one of the associated lines for three years have the sum of £10 returned to them. There is also a conduct prize of £10 open, after each voyage of the cadet ship, to boys who have received not less than half the total number of marks for all subjects at the quarterly examinations on board during the voyage, this prize being established on the same principle as the King's prize on the "Conway" and "Worcester." Cadets are received from fourteen to seventeen years of age, and those who have had two years' training on the "Worcester" or "Conway" are received up to eighteen years of age.

Your application must be accompanied by a certificate of birth, a medical certificate as to your good health, a Board of Trade certificate that you have passed the sight tests, a testimonial of good character from your last schoolmaster,



and you will require to be re-vaccinated if this has not been done within twelve months of your joining the vessel. The first of these requirements to be met is the medical one as to your health, as you will then know whether it is worth your while to go in for the sight test. After your application has been passed by the managers of the White Star line you will be examined by the ship's doctor or one of the company's surgeons. Next you will have to procure your outfit, which differs only very slightly from that required on Messrs. Devitt & Moore's boats. The estimated cost is about £25, and the items can be procured from any outfitter, subject to standard patterns being obtained. The greatcoat, jacket, waistcoat and cap must be of navy pattern with the Company's buttons and officer's badge. Bedding and mess utensils are supplied by the company at a charge of 25s. per voyage. If your relatives think you ought to be supplied with pocket money, they must send it to Messrs. Ismay, Imrie & Co., and not to you. The money will be given to you in instalments at the captain's discretion, and the managers think that £5 to £10 per voyage is quite enough. The difficulty of washing is met by the company which will attend to it in port abroad at 20s. per voyage.

The dietary scale on board is most generous,

and one of the best going for apprentices, and is calculated to make the mouths water of boys who have to serve their time on ordinary sailing vessels. The White Star people do not believe in underfeeding their people, but are known to provide one of the best dietary scales afloat for all grades of their employees. So you will see that, although you may have plenty of work to do on board, you will be well fed and able to do what is required of you. On the voyage you will learn navigation and seamanship, assist in the working of the ship, make and take in sail, and keep the necessary watches.

The Board of Trade gives every legitimate assistance to candidates for certificates. It tells you exactly what you have to do to pass the sight test and the subjects in which you will afterwards be examined. It publishes many of the questions that you will be asked, and in order to help you along it publishes certain answers also. These are the answers that relate to the practical part of the "Rule of the Road" at sea for steamships only. But it would never do to rely solely on your memory to pass them, for some of the questions deal with technical details, and candidates have been known to trust too much to memory of the questions and answers and not enough to comprehension of the details,

with the result that they have carefully written out the wrong answers. Besides the written examination there is also the *viva voce* examination which is intended to ascertain that the candidate really does understand the questions and answers.

The answers to the seamanship and navigation questions are not published, and a good practical knowledge of both subjects has to be shown in the written and oral replies at the examination to secure a sufficient number of marks being obtained to pass.

One of the later requirements of the Board of Trade is that a candidate wishing to obtain a certificate of competency of whatever grade has first to show a certificate proving that he has passed an examination in first aid to the injured, and the certificate must be issued either by the St. John Ambulance Association, the St. Andrew's Ambulance Association, or the London County Council. Junior certificates will not do. If you passed your "First Aid" examination before you were sixteen years of age, so much the better, as it will render all the easier your preparation for your examination now; but even if you have an adult certificate it will not avail you if it is more than three years old. There is a local secretary of the St. John Ambulance Association in almost every important town in

England, whose address you will probably find in the local directory ; but if you have any difficulty in the matter just communicate with the head office of the Association, at Clerkenwell, London, E.C. The head office of the St. Andrew's Ambulance Association is at Glasgow, as you may care to know if you are in Scotland. Either of these offices will tell you where you might be allowed to go through your examination in first aid.

## CHAPTER III

### APPRENTICES AND INDENTURES, AND THE “ INDEFATIGABLE ”

WE now come to the next class of boys on the list : those whose parents or guardians can afford the outfit and the apprenticeship fees, but cannot afford the expense of sending the would-be sailor to one of the training ships or school ships. You will find on a later page a list of the owners, both of sailing ships and steamers, who take apprentices and the charges they make and the wages paid, if any. You may have to apply to several of them before you are able to get a ship. Generally more boys want to go to sea than there are vacancies for, but many are not cut out for sailors, and the owners pick from the remainder those they think the most suitable. If you are wise the first thing you will do is to pass the colour vision test, and then you will know whether it is worth your while going on with your intended sea career or not. When you have passed the test you can look out for a ship. You can keep on writing to owners until one answers that he has an apprenticeship vacancy he can offer you. Or you can write to one of the societies of shipmasters

and officers—such as the Mercantile Marine Service Association or the Merchant Service Guild, both of which have their head offices at Liverpool—asking if any of their members know of a vacancy for an apprentice. In either case your arrangement will have to be made with the owner of the vessel.

Whatever you do, steer clear of those persons who assert that for a consideration they can get you appointed to a vacancy on a ship. Persons who try this game are likely to be heavily punished if a case can be brought home to them, for the Board of Trade always prosecutes unauthorised persons who try to secure fees under the pretence that they can find situations for others at sea.

Having found your ship, the next steps are the signing of your indentures and the preparation of your outfit. The Board of Trade now begins to look after you and will not allow you to sign any agreement which is palpably to your disadvantage. The department holds no brief for either side, but it will not allow indentures which are unfair. Another very useful plan is to write to the Superintendent of Mercantile Marine at the nearest port, asking him if he knows of any vacancies; and if the first superintendent you write to is unable to meet your

requirements, try another at another leading port. You should not have to wait long, for vacancies constantly occur and likely boys seldom experience much difficulty. If you are near enough to a port to apply personally to the Marine Superintendent, so much the better. A method even more satisfactory in some respects, and under certain circumstances, is to write to the Shipping Federation (St. Mary Axe, London, E.C.), which will do what it can for you. The Federation has a certain community of interest with you. It is to its interest to discover and retain good men for the firms which form it, and you are likely to find its assistance particularly useful not only now but after you have gained your second mate's and subsequent certificates. It is generally advisable to enclose a stamped addressed envelope for reply.

In regard to the indentures a few words of caution may be necessary. Only two forms are allowed, one being in conformity with Scottish law only, and applicable to boys and owners who belong north of the Tweed, and the other being applicable to the rest of the United Kingdom and also Ireland. It is sometimes sought to add to the indentures other clauses or conditions in writing which may have the effect of compelling you to put in several months, or complete an

additional voyage, after the date at which your indentures expire. Most shipowners, if your apprenticeship period is nearly ended, will not insist upon your completing your term with them on a long-distance ship if it is only a month or two, but will do what they can to help you to finish your term under as favourable conditions as they can arrange, so that you can go up for your second mate's examination as soon as possible after you have put in your four years at sea. But there are a few owners who will insist on an apprentice joining a ship towards the close of his last year, even though it may be eighteen months before she is expected back again. So do not sign any indentures with additional written clauses unless you find out first from the Board of Trade officials exactly what the additions bind you to, and then sign only if you approve of them. Indeed, rather than go on a voyage which may compel you to put in several months as an apprentice when you should be ashore looking after your certificate, you should ascertain whether your contract of apprenticeship cannot be cancelled or rescinded under the Merchant Shipping Act, this being a matter in which the advice of a solicitor may be helpful if the owner should refuse to listen to reason.

The outfit you will take with you will have to

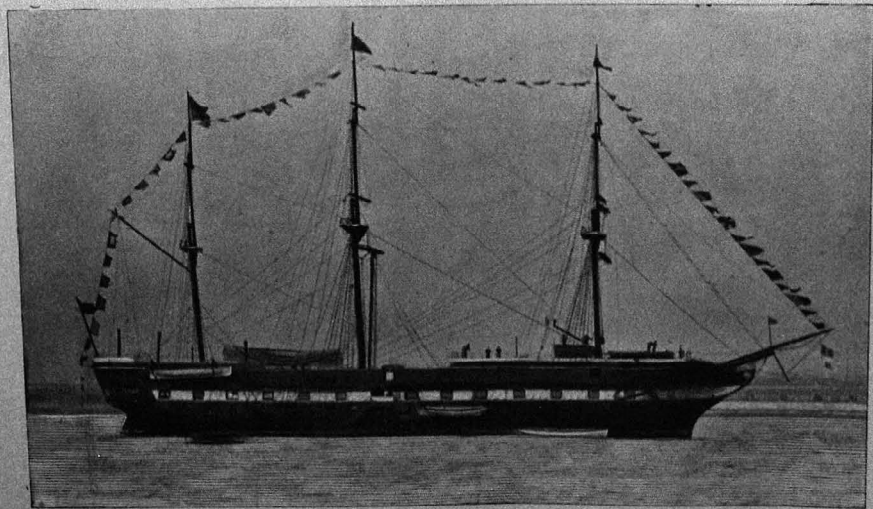


be regulated by the means at the disposal of your parents or friends. Of course, the more you take the less you are likely to have recourse to the slop chest, as the store is called which the ship carries to meet the real or fancied needs of the crew. In some vessels the slop chest is a perquisite of the captain, who, in the absence of competition, can charge you what prices he likes as long as you agree to pay them, and he deducts the price from your pay at the end of the voyage. In this way he may make a few pounds extra per voyage for his own pocket. On other vessels the slop chest is the property of the owner of the vessel, and the profit goes to the ship, but whichever system be adopted, or whether the captain and owner go shares, the customer, whether he be first mate or ship's boy, has to pay handsomely for the convenience. Therefore, take as much as you can with you.

From the foregoing lists you will be able to glean what are the necessities for the position you hold. The list of owners on subsequent pages who take apprentices will be of service to you, and you will have to follow the advice in seeking a ship as given in the preceding section, except that your choice may be limited to those owners who do not charge premiums. You can write to any or all of them, or to the Shipping

Federation, telling them exactly how you stand. None of them will charge you anything, but, on the contrary, every one of them will do his best for you and give you most thorough and practical advice, than which you cannot get better. Enclose a stamped addressed envelope for a reply.

Probably boys who come under the third category fare the worst of all when they go to sea. Occasionally they are taken on cheaply and treated accordingly. Many of them come from homes which, though the reverse of well-to-do, are nevertheless not lacking in refinement; yet the boys are at times treated no better than if they came out of some slum. I do not contend that they should not have to rough it like the others, but on some vessels the roughing process is made as disagreeable as possible and to an extent that is far from necessary. Unfortunately there are still a few owners, both of sailers and steamers, who regard their apprentices as so many excuses to save seamen's wages, who give the boys wretched accommodation, and provide them with food that ought never to have been shipped, who work them for all they are worth, and take little thought of the boys save from the money standpoint, and none whatever as to their prospects or future. A good owner, a good ship and a good captain usually keep their apprentices;



H.M. TRAINING SHIP "INDEFATIGABLE"

where changes are frequent there may be faults on both sides, but, other things being equal, choose a ship belonging to a firm that has the fewest changes among its apprentices apart from those which come in the natural order of things. Such seamanship as the boys learn on those boats, which should be avoided if possible, they acquire instinctively as they go along, and the same applies to their knowledge of navigation, for under most indentures the captain is not compelled to teach navigation but only seamanship, and if he should teach navigation he not infrequently does it from good-nature; though in some cases it is part of the contract. Neither the captain nor the mate of such vessels as are here indicated has much time to teach anything thoroughly, and a certificated second mate, to whom the boys might apply if they and he were willing, is not always carried on these vessels. You will probably not be brought into touch with such owners if you apply to any of the quarters mentioned and will pay heed to their advice.

An institution which has proved to be of great value to boys of the third category wishing to join the Mercantile Marine is the training ship "Indefatigable." Though essentially a Liverpool institution, it receives boys from other parts

of the country also. Its object is to train lads for the merchant service and the Royal Navy. Only good and suitable lads who are not of the criminal class are admitted. Preference is given to the claims of orphans or sons of seafaring men connected with the port of Liverpool, and when all such claims have been dealt with other boys not belonging to the port of Liverpool may be received. The cost of the maintenance of those who are not Liverpudlians has to be met by their friends to the extent of £22 per annum, though in a few exceptional cases a smaller payment may be accepted. Every candidate is subjected to a careful examination by the institution's medical man, and only those who are thoroughly healthy and physically fitted for a seafaring life are accepted. The limits of age for candidates are thirteen years and fifteen years. The boys are thoroughly taught and trained in a first-class manner. This vessel differs from the other training ships already mentioned inasmuch as it prepares most of its lads to be sailors and not officers, and a boy well trained on the "Indefatigable" or other training ship, taking those intending to go before the mast, has no difficulty in finding a position as an ordinary seaman, thereby avoiding the disagreeableness of starting his seafaring in the unenviable capacity of ship's

boy. But the "Indefatigable" is not for training fore-castle hands only; many of its boys have become officers of distinction, and not a few of them are officers and captains to-day.

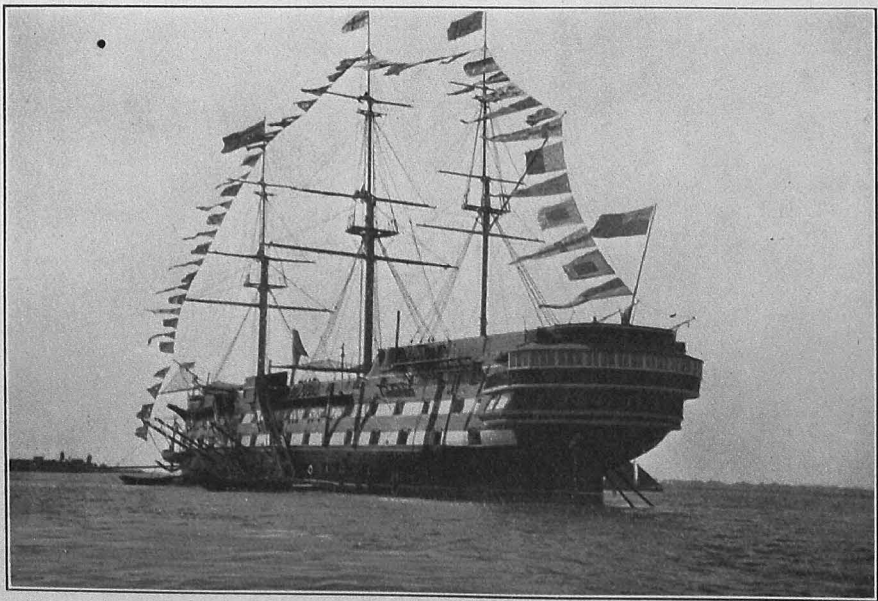
Connected with the "Indefatigable" there is a sailing brigantine for giving the boys practical instruction at sea, which adds considerably to their efficiency, and not only completes their training, but makes them ready for duty when joining their first ship. This vessel is of real and great practical value as evidenced by the fact that shipowners give the lads trained on her preference over other boys who have not enjoyed similar advantages.

## CHAPTER IV

### THE MARINE SOCIETY, THE "WARSPITE," AND THE SHIPPING FEDERATION: BEFORE THE MAST

THE fourth class of boys will find the way made comparatively easy for them. Any youngster who does not mind going to sea before the mast, and roughing it, should go, accompanied by his parents or legal guardians, to the nearest Marine Superintendent, and state that he desires to go to sea, and after the parent or guardian has signified his consent for the boy to go, the youth should remain in constant attendance until a captain who comes to engage a new hand finds he can take him. The wages he will receive in such conditions will be very low. One voyage is enough for most boys who go to sea in this way, especially on a sailing vessel. A boy going in the forecastle will endeavour to ship on board a steamer, if he is wise. As steamers are built nowadays the duties aloft are very few, and in dirty weather they are almost non-existent: but in a sailer they are mostly aloft, and the risks are correspondingly greater. Whichever a boy ships upon he will certainly have a rough time of it.

Fortunately there is a way of escaping a lot



MARINE SOCIETY'S TRAINING SHIP "WARSPITE"  
OFF GREENHITHE, KENT

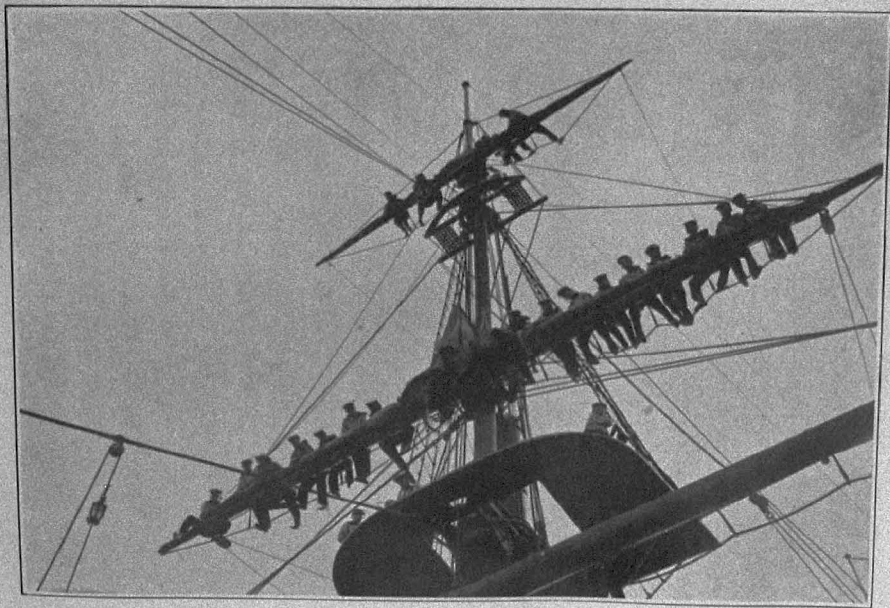


of the drudgery which falls to the lot of a ship's boy, and the best way of which the writer has any knowledge is that provided by the Marine Society. You may not have heard of that Society, but you have surely heard of the training ship "Warspite." What the "Conway" and the "Worcester" and Messrs. Devitt & Moore and the White Star do for the sons of well-to-do parents, the "Indefatigable" (already alluded to) and the "Warspite," the last named managed by the Marine Society, do for boys who belong to families in less affluent and even poor circumstances. The "Indefatigable" gives first preference to boys from Liverpool, and the friends of those from other parts have to pay towards their maintenance. The "Warspite" gives preference to none, but receives boys from all over the country, and requires no payment from any of them.

Applicants to the "Warspite" should be the sons of parents who cannot afford to fit their boys out for sea. London boys desirous of admission should attend with one of their parents at the offices of the Marine Society in Clark's Place, Bishopsgate, London, E.C., between ten and twelve any day but Thursday, and those who have neither father nor mother should be accompanied by an adult friend if possible. No previous application in writing is necessary.

If, however, you live in the country just write to the Secretary at the address given and you will receive a form to fill up in which the following information will have to be given :—Your name in full, address, business of father, his income and the number of children depending upon him, the date of your birth, your height without shoes, your chest measurement, your school standard, religion, whether the consent of your parent or guardian has been obtained, and whether you can swim. This form when filled up must be sent to the society. It will not be acknowledged but will be filed, and in your turn and when the vacancies on board the “Warspite” allow, you will be notified, and the necessary papers will be forwarded. All boys are required to produce characters as to honesty, and all must pass the society’s doctor. Boys are not received under fourteen years of age nor above sixteen and a half years.

Boys with defective eyesight, that is, who cannot pass the colour test, or who stammer, or have had fits, or who suffer from certain other forms of weakness, are not admitted. The minimum height for applicants is four feet eleven inches without shoes. Boys accepted for the “Warspite” are required to sign indentures of apprenticeship for a period of two years from the



MARINE SOCIETY'S TRAINING SHIP "WARSPITE."  
BOYS FURLING SAILS

date of admission. The proportion of time spent under training varies from four to fifteen months, and part of this time may be spent in a sea-going training ship, at the Society's option. On joining the "Warspite" you will be provided with a complete sailor's kit, and while you are being trained for the sea your schooling is continued, and you will be taught the duties of a seaman. Then when your training is completed you will either be placed in the Royal Navy or a ship will be found for you in the merchant service, and in the latter event the Society will provide you free with a complete sea outfit so that you will be able to enter upon your seafaring career after a good training, and with no expense to yourself. There is no possibility on the "Warspite" of putting in your period of training and then deciding that, having had a good time, you will not go to sea after all. There is a rule which the Society does not permit to be broken, viz., that all boys must go to sea at the expiration of their training. Indeed, you must remain at sea until your indentures expire.

But what, you may ask, is the Marine Society, and why should it take such an interest in preparing lads to go to sea? The Society owes its origin, according to its booklet, "to the necessities of the British Navy during the French

wars of the eighteenth century." There being a shortage of men for the ships, a meeting of London merchants was held in 1756 who formed themselves into the Marine Society to encourage landsmen to volunteer for service in the Fleet, and to such they offered a complete uniform sea kit. Meanwhile one or two gentlemen had been doing what they could, with the aid of the subscriptions of their friends, to send destitute boys to sea, and the Society took up the work and from that day to this has devoted more attention to boys than men. So specialised is the training of men now for the Navy that the Admiralty would not say "thank you" to any organisation which offered to supply men for the ships instead of boys. The Society's first training ship, the "Beatty," was acquired in 1786. In 1799 the Admiralty lent a ship, and ever since then the Lords Commissioners have provided the Marine Society with a training ship. The present "Warspite," formerly known as the "Conqueror," is a handsome two-decked vessel, excellently equipped, and her internal arrangements for the boys, though not what some people would call luxurious, are quite comfortable enough to make any father sure that his son will be well taken care of.

The Society states that its objects are to relieve

distress by training and fitting out poor boys of good character for service at sea, and to benefit the country at large by sending a steady stream of trained lads of good character and physique to serve in the Royal Navy and Mercantile Marine. This is not a reformatory ship in any sense of the word. Only boys of good character, anxious to make a sea life their profession, are accepted. This, says the Society, "embraces all classes, from the absolutely destitute to those whose parents are serving in subordinate positions with small incomes and large families." Among the rules are the following:—"Boys known to have committed any act of dishonesty shall not be admitted," and "Boys whose friends appear to be in a capacity to fit them out for sea, at their own charge, shall not be received without payment, according to the means of their parents or guardians."

The ship is always commanded by a retired officer of the Royal Navy, the present Captain-Superintendent being Captain A. G. K. Hill, R.N., from whom, or the secretary, Lieut. H. T. A. Bosanquet, R.N., all information can be obtained.

"The boys on board," says the Society, "are carefully instructed, both in religious and moral duties and those of their future profession of sailors, such as pulling an oar, heaving the lead,

steering, knowledge of the compass, knotting and splicing, and seamanship generally. Special instruction is given to all in signals and the semaphore. This necessarily forms the main part of their education, but they are also taught gymnastics, physical drill, rifle and cutlass drill, and marching exercise. Their school education is at the same time continued, and they receive religious instruction from the Chaplain. "Swimming, a most important acquisition for all sailors, is thoroughly taught in a splendid swimming bath on shore, which is heated during the winter months, so that instruction may be given all the year round."

What boy could wish for more? Training, food, and outfit free, and the certainty of a situation found for him at the end of his training, with the worst of the shipboard drudgery avoided. There is always room on the "Warspite." The only reason why it is not filled to overflowing is that the available funds do not allow of the fullest use being made of the vessel. There are usually rather more than two hundred boys on the ship, and there is room for half as many again. At the end of 1911, according to the last available report, there were 192 boys on board, and during the year 100 had been passed into the Navy, and 176 sent into the merchant service, and 17 were sent home as unfit for a sea life.

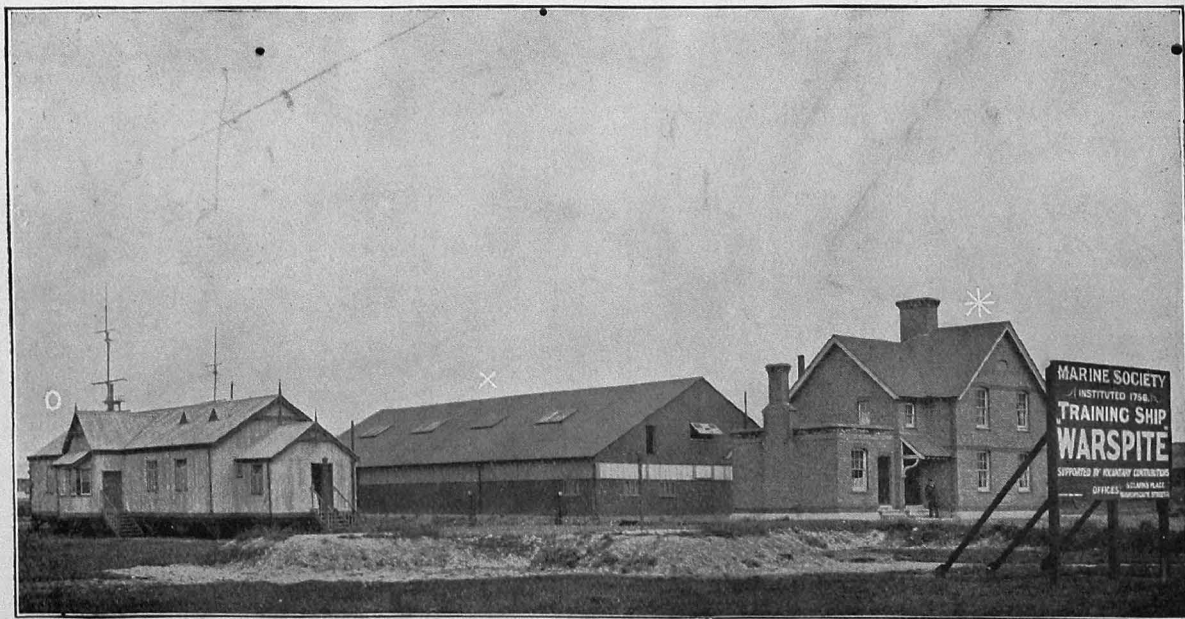
There was prepared in 1911 a scheme for apprentice sailors, totally distinct from the system of apprenticeship for those youths who desire to become officers. The falling off in the supply of British seamen for British ships, induced the Marine Society and the Shipping Federation to lay their heads together and try to discover what could be done to overcome the difficulty. If all the boys who go to sea were to remain in the seafaring occupation the difficulty would be solved without any trouble, but as not one half of them do so there must be some cause why so many make the venture and then withdraw. The greatest drawback of all is the lack of continuity of employment. Steady-going situations on liners in regular trades do not fall to more than a small proportion of those who go to sea. The lowness of the wages paid, especially by some lines, the crudeness of the accommodation—though it is better than it used to be, and on some modern steamers there is little cause to complain on this score,—and the poorness of the food, especially that served out to the crew, on the majority of cargo steamers, though not on passenger liners where all the employees fare better, are among the reasons why so many young fellows abandon the sea after a voyage or two.

The Shipping Federation and the Marine Society



are doing their utmost to remedy the state of things complained of. In earlier pages you will have read what assistance the Shipping Federation is able to give to practically all who apply to it for situations, and it now remains to be stated that it is doing what it can to improve the conditions of employment so as to render the sea-service more attractive and more remunerative. The Merchant Service Guild and the Mercantile Marine Service Association are both endeavouring to secure better rates of pay for their members, and the Shipping Federation has decided to recommend its members to give favourable consideration to the representations of these two bodies. The Federation has also made its peace with the unions representing the humbler, but equally powerful when organised, ranks of sea-going labour, and wages in these departments are higher also than they used to be. Some youths retire from the sea because they do not like hard work, and this probably is the real reason in the majority of cases, whatever may be the excuses offered. The conditions of employment afloat are improving gradually for all ranks, and the work is becoming less arduous, especially on steamers, though on sailing vessels there is still much room for improvement.

With a view to increasing the supply of British



“WARSPITE” SHORE ESTABLISHMENT

sailors for British ships, and indirectly to help to improve matters in the other directions indicated, the Marine Society and the Shipping Federation have formulated a scheme which should prove of great value to shipowners no less than to boys in humble circumstances. There is no lack of raw material in the shape of boys who have never been to sea, but would like to go. Untrained raw material, however, is not attractive to owners, so the Marine Society undertakes to give the boys the necessary preliminary training and depends on the Federation as representing the shipowners to take the boys when they have received a certain training. The Federation and the Society desire to provide shipowners with well-grown healthy apprentices, from sixteen to seventeen years of age, of good character, who have already received some sound instruction in seamanship, including a knowledge of the compass, the use of the lead, the handling of boats, etc., and consequently will quickly become qualified to be reckoned as efficient members of a ship's watches. In order to attain this object, says the Shipping Federation, only boys of good antecedents will be selected, of high physical standard, whose elementary education has been completed, and whose time on the training ship can therefore be devoted entirely to nautical instruction. The

boys will remain on the training ship for a period of about six months. At the commencement of their training they will be bound to the Marine Society under indentures for three years. At the expiration of six months, their indentures will be transferred to the shipowners requiring their services, for the remaining period of two and a half years. During this time their wages will be :— For the first six months on the training ship, nothing ; for the first twelve months of their apprenticeship to the owners, £12 ; for the succeeding twelve months, £18 ; and during the remainder of the period of apprenticeship, £2 per month. The necessary outfit on going to sea will be provided for the apprentice by the Marine Society without cost to him. These boys when sent to sea will be berthed in the forecabin with the crew, except when coloured or Asiatic sailors are carried when, of course, they will have separate accommodation. Nor is being berthed in the forecabin any hardship, for it is only the accommodation that they would have in any case.

Practically all boys who are apprenticed with the ambition to become officers, belong to families who do not look to them to replenish the family exchequer, at all events for some time to come, but who are even prepared if necessary to make

sacrifices to enable the boys to obtain their certificates of competency. The scheme adopted by these two organisations aims at receiving through the Federation boys of much the same class as are now received by the Society, and, after training them, sending them to sea as apprentice forecastle hands on vessels belonging to Federation owners. It does not interfere with the reception and training of boys in the ordinary way by the Society, nor with the ordinary apprenticeship system for boys who wish to become officers. The applications to the Federation come from boys of all classes : those who are well enough off will be apprenticed for four years in the customary way to become officers ; those who come under the Marine Society's rules as to the position of their parents, will be eligible for nomination by the Federation to come under the scheme of training arranged with the Society. Boys who do not fill the requirements of the joint scheme will, if otherwise suitable, be eligible for admission to the " Warspite " in the ordinary way. The six months spent in training boys under the scheme on the " Warspite " are considered sufficient to enable a boy to take his place as an apprenticed member of a ship's crew, which he could not do under other circumstances. If a boy shows unusual ability or a determination to

become an officer, the owner to whom he may be apprenticed will be asked to place no obstacles in his way, but rather to do what he can to help the boy along.

The Federation recently circularised its members asking them whether they were willing to carry apprentices in the forecastle under this scheme, the number they could receive on their vessels, and whether they were willing, under the original Federation scheme, which provided for apprentices for future officers only, to receive apprentices and accommodate them apart from the crew. It is understood that the response has been sufficiently satisfactory to justify the Federation in the experiment.

Under the Federation's separate scheme the apprentice receives for the first year £7 wages, second year £8, third year £10, and fourth year £15. A bonus of £5 is given on completion and a shilling a month is allowed for washing, making a total of £47 8s. Under this plan, of course, boys provide their own kit and are outside the Society's hands altogether.

## CHAPTER V

### ENGINEERS

OF equal importance with the navigating officers of a modern steamship are the engineers. Neither could do without the other, though it may be said that the average captain has to know more about marine engineering than the average engineer need know about navigation. The latter subject is not compulsory for the man who would become a first-class marine engineer, but some knowledge of a ship's engines is necessary for captains and mates. That, however, is a detail with which we are not concerned at present.

The Secretary of one of the marine engineers' societies, to whom I wrote as to the course of study for a boy desiring to become a marine engineer, replied as follows :—

“ Boy. If the preliminary education is in an elementary school it should be finished in a technical school where he will get a good groundwork in mathematics and science. The manual work is not, in my opinion, an important factor at this stage of his career.

“ Youth. A sound workshop training at the building and repairing of steam engines ; drawing

office, pattern making, and smiths' shop service. Five years is the minimum time in which he can gain a fair knowledge of his work.

"During his apprenticeship he should attend evening classes to keep up and add to his education.

"Man. After apprenticeship he is ready for sea, but sometimes wants influence to get first to sea, as the trained are not anxious to do the training of the tyro.

"Certificate. After twelve months' sea-service he can sit for his certificate, and the first-class certificate after similar service. After January, 1915, the sea-service required will be eighteen months.

"When fully qualified. Growls at the rough life of the sea, and wants a job on shore, if it is a good one, but generally remains at sea and cultivates a perpetual growl."

But in spite of his growl, the chief or any other engineer of a sea-going steamer is usually a very good fellow, devoted to his engines, and firmly convinced that not another man afloat can get as much work out of them and with so little wear as he can.

The foregoing letter summarises the situation pretty accurately, but it does not give all the information you want. You will be relieved to hear that if you wish to become a marine



engineer you do not have to undergo the test for colour blindness. Also, the possession of certain physical defects, provided they do not interfere with the proper discharge of your duties, will not prevent you from entering for your examination. For example, some men are rendered slightly deaf by the noise of the smiths' shop or other mechanical part of their training. Provided the examiner is satisfied by the statements in your testimonials that the deafness, or whatever it is, is not serious enough to prevent you from becoming a competent engineer, and you fulfil all the other requirements, there is no reason why you should not stand as good a chance as the rest of them. A tendency to stammer, for instance, which would be a serious obstacle for a navigating officer, is, from the official point of view, as explained in the Board of Trade Regulations, a misfortune for an engineer, and at the examinations candidates who are "afflicted with nervous impediment in speech may write their answers to *viva voce* questions." But, as a matter of fact, a man with an impediment in his speech will find a great difficulty in getting employment, though he may pass his examinations most creditably.

You may, if your parents are sufficiently provided financially to be able to afford for you to

do so, make your start by being apprenticed to some large shipbuilding and engineering firm or company at a high premium, and during the four or five years covered by your indentures you will go through all the departments and gain a practical experience of the designing and building of ships and boilers, and the administration of a business of this character. If your parents cannot afford the fees for what are called premium apprentices, which certainly are rather heavy, in addition to paying for your keep and providing you with pocket money, the way is by no means barred against you.

You should have little difficulty in starting as an ordinary apprentice, the fees for which arrangement range from £20 upwards, and in some instances even less may be arranged. This is the method adopted by nineteen out of twenty of those who become marine engineers. Instances used to be frequent, though they are few and far between nowadays, of boys starting as yard boys and making their way up through sheer grit and determination. It is not impossible now, but very few modern boys ever attempt it because a very little inquiry will reveal that the obstacles are almost insurmountable; but granted that a boy has the grit and determination to get on, he may, after he has

turned fifteen years of age, aspire to be treated as an apprentice if he has had sufficient training in the more humble capacity. The probability is, however, that a boy of this sort will look out for some likely scholarship and win it, and secure the consequent advantages.

But whatever the conditions under which you start, whether as a £200 apprentice, or an ordinary apprentice, or as a scholarship boy, or as a yard boy, you must perform your workshop service at works where actual making and repairing of boilers and engines are carried on as part of the regular work of the establishment, but only time after you have turned fifteen years of age will be counted.

It is not every boy whose parents can afford to apprentice him right out, because in addition to fees his board and lodging away from home may have to be met, to say nothing of his pocket money and the necessary books for his studies. The Board of Trade therefore recognises certain technical schools, and if after you have completed your fifteenth year you attend three years at a technical school regarded by the department as suitable, and take the engineering course and attend regularly at all the approved classes and make satisfactory progress as certified by the principal, the three years thus spent will count as

equivalent to two years' artisan service. This arrangement enables a boy to obtain a considerable portion of the needful training at a centre near his home. At least two years of the apprenticeship period must be devoted to fitting, putting up, or repairing engines and machinery either at engineering works or at a technical school.

It is also possible to obtain sufficient training at sea in the engine-room to enable an uncertificated engineer to sit for his second engineer's certificate, but he will have to put in about ten years' sea-service before he can do so. If you have entertained any ideas of this sort you had better abandon them forthwith, because it is not by any means certain that you would pass the examination, as you might easily be floored by some question regarding a detail of constructional work which could not have come within your experience but which anyone who had served in the yards would know as a matter of course. The "shovel engineer," as he is called, has almost died out; even if he should pass the Board of Trade examination he may find it very difficult to obtain a situation, for employers as a rule give the preference to those who have had the regulation shore training.

If you are to be apprenticed, and this is the

course that should if possible be adopted for you, the first point to consider is that engineering establishments differ very greatly, and that all do not have the same advantages for the marine engineer apprentice. You will therefore do well to buy a copy of the *Regulations relating to the Examination of Engineers in the Mercantile Marine* (price sixpence), and ascertain from it the differences in the branches of engineering, and how they will affect your prospects, and the terms of your indentures must be drawn up accordingly. Some repair yards fulfil the necessary conditions, and others do not. The decline of shipbuilding on the Thames and the change of such of the historic building yards as are left, into repair yards, has caused many would-be marine engineers from the London district to seek the Mersey side, or Clyde bank, or the numerous yards on the north-east coast or other provincial shipbuilding centres, as more likely to provide them with the opportunities sought. After studying the "Regulations" you will be better able to decide how to undergo your apprenticeship and then you can write to the firms in the district which seems most suitable to your personal requirements. A London boy, for instance, may divide his period of apprenticeship between various works; a Midlands boy may

put in a certain time at other engineering works, not essentially marine engineering; a Liverpool or Manchester boy will probably go straight to the Mersey side, and so on. Whether you will take advantage of the technical schools will depend also on the educational engineering facilities you avail yourself of. Many boys study at the technical schools in the evening after their day's work is done. These boys usually get on.

An "ordinary" certificate for engineers enables the holder to go to sea, in the grade indicated in that certificate, in any British steamer from a launch to a liner. There are three grades of certificates which may be secured in the order mentioned: second-class engineer's certificate, first-class engineer's certificate, and extra first-class. The last is not compulsory, but is designed by the Board of Trade to be a testimonial as to the applicant's exceptional worth and ability in his profession.

How are you going to get the first named?

You must set about your studies to begin with. If necessary, take a course at a technical school. If you can manage to be apprenticed to a firm which makes marine engines and builds the ships to put them in, so much the better, as you will get along the more quickly. Failing makers'

and builders' shops, repair shops are well worth your attention. A certain amount of sea-service is compulsory as a member of a regular engine room watch—which means not less than eight hours' duty a day—and the length of time of your sea-service varies in accordance with the nature of the shore establishment you have been with and the time you spent there.

A new rule becomes operative on January 1st, 1915, by which any candidate for a second engineer's certificate will be required, in addition to his apprenticeship or the alternative sea-service, to serve "eighteen months at sea as engineer on regular watch on the main engines or boilers of a foreign-going steamer of not less than sixty-six nominal horse-power; or twenty-seven months in a home-trade steamer of not less than sixty-six nominal horse-power." This is a condition which you as a new apprentice will have to meet. After that date also, the conditions under which a first-class engineer's certificate may be obtained will be more difficult. Under certain circumstances, such as lengthy service abroad and the lack of opportunity to attend for examination for a second-class certificate, the Board of Trade will allow a candidate to enter for a first-class certificate without having first secured the second-class certificate.

As motor engines are being adopted for the mercantile marine, and some authorities think they will supplant steam engines at no distant date, the Board of Trade is prepared to examine candidates for second-class certificates for such vessels. To obtain one of these you must have had either four years' practical experience with making and repairing machinery, of which six months must be devoted to oil engines ; or have been three and a half years in charge of engines and boilers at sea, or have had what the department holds to be equal experience ashore. These are the preliminary conditions. The next condition is that you must be six months at sea with oil engines. To obtain one of these certificates you must be twenty-one years of age or more.



## CHAPTER VI

### COLOUR-BLINDNESS AND THE SIGHT TEST

It is impossible to over-estimate the importance of the sight and colour test. The would-be officer cannot avoid the test, and under the regulations, which are to become operative in 1914, both the aspirant and the officer will have to undergo it, and more frequently than he may care about.

The new form vision test that comes into force on January 1st, 1914—that is, each eye to be tested separately—will not apply to officers already holding a certificate, but only to those who have not obtained their first certificate before that date. Without, however, venturing to discuss debatable matters, let us see what the sight-tests are and how they will influence your future career. The most aggravating feature about them is their apparent simplicity. The test looks so simple at first that you wonder how anyone can possibly fail. But when you go through it you will change your opinion. Really it is a difficult triple ordeal, failure in any one part of which may induce you to look for a shore berth without delay, or if you are determined to

go to sea, may condemn you to a life before the mast. The worst of it is that it is not the Board of Trade examiner that "plucks" you; he merely regulates the proceedings in accordance with the rules, and the result is that you "pluck" yourself if you cannot pass.

If you are going up for the preliminary examination before applying to be admitted to one of the training ships, or to a shipowner to become an apprentice for four years, and if, like most boys, you are in the habit of smoking cigarettes, let me advise you to give up altogether for at least a month before you apply to be examined. Smoking affects the sight, and even a moderate indulgence may make all the difference between your success and your failure in the sight tests. Also some attention should be paid to your diet, so that you don't become bilious, or upset your liver and have spots in front of your eyes just when you want them particularly clear.

Let us suppose you are before one of the Board of Trade examiners. The examiners themselves have passed through the tests successfully, and so they know that it can be done. They have all been certificated officers on board first-class vessels, and they are all anxious to see an ambitious young fellow go ahead, and will usually encourage the candidate and do everything they

can to set him at his ease and help him to overcome his nervousness. Indeed, dozens of fellows pass the test every week.

The first examination is that known as the form vision test. You have probably seen in the windows of oculists' shops large sheets of cardboard bearing letters and sentences in different sized type. There are various principles on which these series of cardboards are prepared. The Board of Trade pins its faith to that known as Snellen's. This, as supplied to the examiners, consists of eight sheets of letters. This particular test is designed to ascertain whether the candidate's sight is good or bad. Now read carefully the following paragraph, quoted from the "Regulations" already referred to:—

"They"—that is, the tests for form vision, "also afford a means of detecting whether a candidate is suffering from that form of colour blindness which is caused by the excessive use of tobacco, and by illness and similar affections. All candidates who are suffering from colour blindness arising from causes of that nature will be found to be incapable of passing the tests for form vision."

This ought to convince you of the importance of total abstinence from tobacco for some weeks previous if you really wish to get through your

sight test. It is silly to say "The little I smoke won't hurt me," or "I shall pass all right whether I smoke or not." The effects of tobacco are cumulative and cannot be got rid of in a day or two. Many young fellows smoke habitually a great deal too much when they find themselves at sea, and this may be one reason why some fail in the sight test when they go up for examination for their second mate's certificate, although they passed all right before entering upon their apprenticeship four years earlier.

All these eight sheets of lettered cardboard will not be inflicted upon you if you show that your sight is good. Two of them—one for each eye—will then be considered sufficient, for each eye is tested separately, and glasses or spectacles are not allowed. You will be placed at a distance of exactly sixteen feet from a wall and facing it, and when you are in the desired spot one of the lettered cards—which are two feet long by ten inches wide—will be hung on the wall in front of you, in a good light and at such a height from the ground that as near as may be the top line and the bottom line of letters will be at the same distance from your eyes. That is to say, if an isosceles triangle were constructed between your face and the board, the apex would be on a level with your eyes and the base would be an

imaginary line between the top and bottom row of letters.

When you and the board are both in position you will be asked to put on what looks like a spectacle frame without any glasses. An opaque shield will be dropped into the frame where one glass ought to be, preventing you completely from seeing anything with the eye behind it, and you will be asked to read the letters with the exposed eye as the examiner may direct. Special importance is attached to the sixth and seventh lines from the top. When you have read correctly nine of the twelve letters in the sixth line and eight of the fifteen letters in the seventh line you may consider you have got along very well. Then the examiner will test the other eye. The opaque shield will be transferred to the other side of your nose, and a fresh sheet of cardboard letters will be exposed, and you will be asked to read the whole of the eight letters in the fifth line.

There is no chance of your being told by a previous candidate what the letters are in the different lines, for there are eight cards from which the examiner can choose for your special test, and the cards are varied for every candidate in order to prevent any possible attempt at imposition. If, however, you do not entirely come up

to the not very formidable requirements of the form vision test, the examiner may try you with another sheet or two, using an equal number for each eye, and if he thinks that you are trying to use your memory he will test you with four sheets to each eye and may refer you, with his report, to the Principal Examiner of Masters and Mates. If you have read with one eye, within the limits stated, the two lines of one board, and with the other eye the line of the second board, you will have passed the form vision test, and will be told so by the examiner without more ado.

The candidate who fails in this test will be subjected to what is known as the pellet test. He will be given two white dinner plates, one empty and the other containing a certain number of coloured pellets. This test, in the matter of colour, is much the same as the coloured wool test. The rest of the pellets to which you will have to give attention are in a little box. The examiner will take one of the test pellets, the light green one being first on the list, and place it on the empty plate and you will be required to pick from the box all the other pellets you think of the same colour—not the same shade, because there are no two of the same shade. Thus, if the first test pellet chosen is the green you will have to pick out all the green pellets, whether

light or dark, and put them on the plate with it until you have something that at a distance looks like a plate of green peas. The examiner will count how many are right and how many are wrong, and will make note of them on a prescribed form, and will then put you through similar trials with the other four colours. If you pass this test the examiner will send a report upon your letter and pellet tests to the Principal Examiner, who will decide whether you have failed in form vision or not. It does not depend on the Principal Examiner's whim which way he decides. He is bound by careful scientific rules designed to meet every conceivable condition of eye-sight, and it depends as much on yourself as on him whether you are passed or not.

When you have passed the form vision test—immediately, if you have passed without difficulty, and upon the receipt of the Principal Examiner's decision, if you have had to undergo the pellet test—you will be called upon to face the second test, known as the colour vision test, which really is the most important of the three. It is sometimes called the coloured wool test. Other articles would do as well as wool, but it is usually preferred because of the accuracy with which it can be given the required shades ; it is easy to handle and the various shades retain their

brightness, and the wool never becomes shiny or glossy, or in any way tends to confuse a candidate by dazzling his eyes.

You will be conducted to a large table, in a well-lighted but not sunny part of the room, over which is spread a clean white sheet, generally of linen and occasionally of paper, and on this is a heap of skeins of wool of different colours. Altogether there are about 135 skeins of wool, no two of which are the same shade.

The skeins "include reds, oranges, yellows, yellowish-greens, pure greens, blue-greens, blues, violets, purples, pinks, browns, and greys. Several shades of each colour, with at least five graduations of each tint, are provided, from the deepest to the lightest greens and greys. Varieties of pinks, blues, and violets, and of light grey, together with the shades of brown, yellow, red and pink, are well represented," says the book of "Regulations."

The examiner will explain to you what you have to do. He will first of all pick up the light green test skein and place it by itself on the table-cloth some little distance, say about half-a-yard, from the heap, and tell you to pick out all of the same colour, some of which are lighter and some darker than the test skein. He will avoid naming the colour, and will explain to you that you are to



select all the skeins you can of that colour from the jumbled heap and place them by the side of the test skein. He will stand near you and watch you while you are trying, and if he thinks you do not understand he will show you what you have to do. Or if you do not quite understand him yourself, just say so. The examiner then will probably say something like this :

“ This is the test skein. I place it here,” putting it aside from the heap, “ Now I have to choose a number of the same colour,” and so saying he will proceed, not hurriedly but deliberately, so that you can watch him, to select, one at a time, a number of other pieces of wool, varying from the very light to the very dark, of the same colour, and place them, as he chooses them, with the test piece. He will explain to you that they are all of the same colour but of different shades of that colour. By that time you should be convinced that you understand and can make the attempt. He will then throw all his selections back into the heap, jumble them with the others, place the test skein aside and tell you to try what you can do. This assistance is a great help to those whose vision is normal, for it shows at once what is required of them. It also helps to give confidence to those who are at all nervous. Those candidates who are at all defective in

sight will be neither more or less defective after the examiners' demonstration than before, and may be depended upon to make the same mistakes in any case, the demonstration therefore being absolutely fair. The first test skein is officially described as "the palest shade (the lightest) of very pure green, which is neither a yellow-green nor a blue-green to the normal eye, but fairly intermediate between the two, or at least not verging upon yellowish-green." You can take your own time, but it is as well not to be too long as you may fatigue your eyes, or too quick or you may pick up some skeins haphazard which a moment's reflection would convince you are not of the colour which at first glance you think they are. If you have made any incorrect selections the examiner will put those on one side and return the others to the heap. You will have to go on selecting skeins until you have proved to the examiner's satisfaction that you can distinguish the colours correctly, or until you have picked out so many incorrect ones that you have proved you cannot do so. If you try to pick out all those skeins which bear a remote resemblance to the test skein in colour the examiner will stop you and probably show you a yellowish-green verging on yellow, or a blue-green verging on blue, and ask you if it is the same colour—

not the same shade—as the test skein. Of course you will see at once, if your eyes are all right, that it is not, and you will have to return your selections to the heap and start at the beginning again. If you pick out any incorrect skeins for comparison with the test and then reject them it shows not only that you are very careful, which is a good sign, but that your eyes are not as good as you think them to be, and the examiner is taking note of your incorrect selections with a view to mentioning them in his report, especially if they are numerous. Indeed, incorrect selections, though you may withdraw them yourself, will cause you to be failed in the colour test. Next he will give you a test skein of pink wool, and you will have to pick out all the pinks, and such mistakes, if any, as you have made will be placed aside, and the others returned to the heap. The same procedure will be followed with the red, the purple and the yellow test skeins in the order named.

In making your selections you should handle, for purposes of comparison with the test skeins, as few as possible of those about which you are doubtful. The examiner will take note of the number of incorrect skeins you pick up, compare, and reject, as well as of the incorrect ones you accept, for the very fact that you compare the

wrong colours to see if they are the same indicates that you are colour blind, and the more your mistakes the greater your colour blindness. The rule says, "On no account should candidates be passed who make incorrect selections though they may be subsequently withdrawn, or who seriously handle or compare incorrect skeins. All such cases should be submitted to the Principal Examiner for his decision." And his decision is largely influenced by the examiner's report.

A fragment of wool, about an inch long, is snipped from every incorrect skein you select, and these, if you fail, are stitched to the examiner's report for reference if necessary.

The colour ignorance test, the last of the series, follows upon the other, but just as you cannot undergo the second test until you have passed the first, so you cannot undergo the third until you have passed the second. It is just to find out whether you know the names of the three colours, red, green and white, when you see them. You may be able to distinguish one from another, but unless you can give their right names when you have to report them at sea, the mere fact that you can distinguish them will not be of much use. One or two of the purest red and green skeins will be shown you and you will be asked to say what they are. A white object will also be shown

you and you will be asked its colour. But the questions are not always put in the order here set down, and any mistake means failure.

If you fail in the form vision test or the colour ignorance test you may present yourself for re-examination in three months' time. But if you fail in the colour vision test you fail for good, unless you like to appeal to the Board of Trade. The appeal will probably be granted, and in many cases it has been successful, but in others it has only confirmed the failure.

## CHAPTER VII

### OTHER TRAINING SHIPS AND INSTITUTIONS

BESIDES the training ships mentioned there are a number of others which seek in their respective ways to prepare boys for the Navy or the Mercantile Marine. The fine cadet ships are under purely private management, but the training ships for seamen are classified by the Board of Trade under two heads: ships other than reformatory or industrial school ships, and those which are so described. The training ships in the former group include the "Arethusa," and "Chichester," the "Warspite," the "Exmouth," the "Indefatigable," and the "Mercury." All these vessels differ considerably as to their size and arrangement. So far as boys seeking voluntarily to go to sea are concerned, the "Warspite" does much more for the Mercantile Marine than any of the others.

The "Arethusa" is an old wooden warship, formerly a 50-gun frigate, of 3,882 tons, lent by the Admiralty to the National Refuges for Homeless and destitute Children. The "Chichester" is a brigantine of 120 tons, and varies the monotony of its anchorage off Greenhithe, where it

keeps the "Arethusa" company, by taking thirty boys weekly from the larger ship and giving them a seven days' cruise out and home off the mouth of the Thames. The value of these short cruises for instructional purposes in seamanship cannot be over-estimated. The bulk of the income of these ships is derived from voluntary contributions, but a few boys are received from various poor law unions on payment. The ships can accommodate nearly 240 boys, and they are generally nearly full. There are no charges whatever for destitute orphans, but a few others are accepted on payment of fees. The boys are expected, if eligible, to enter the Royal Navy; about 35 per cent. do so, and about 50 per cent. enter the Mercantile Marine.

The "Exmouth," under a committee of the Metropolitan Asylums Board and supported out of metropolitan rates, was established as a training ship for boys sent by the Metropolitan Boards of Guardians, but now receives also boys from Country Boards of Guardians. This does not imply that the boys are workhouse or pauper children, but that it has become necessary for the Guardians to intervene on the child's behalf and give him a fresh start. Thus it is open for boys in London or the provinces, of sufficiently reduced circumstances to make this course

necessary, to apply to the poor law guardians of the district in which they live to arrange to send them to the "Exmouth" to be trained as seamen. Only boys of good character and up to a certain standard of physique, and between the ages of 12 and 15½ years are admitted to the "Exmouth." Once on board they are given the normal school education besides instruction in seamanship, gunnery, gymnastics, swimming, carpentry, stoking, tailoring and cooking. There is also a special advanced class which prepares boys for the Board of Trade certificate of competency as second mate. The "Exmouth," which can receive 700 boys, and generally has about 600, has as a tender the brigantine "Steadfast," every boy getting a month's cruising instruction on board her.

The industrial school ships hardly come within the scope of this book, as the majority of the boys they receive are committed under a detention order, generally at the instance of local administrative or educational authorities. Most of these training ships receive a certain number of boys not committed by the magistrates but sent by persons who have interested themselves in the boys' welfare, and for such boys either a premium is charged or a periodical payment is required. Of the excellence of the young sailors they turn



out there can be no question. Full particulars as to these ships can be obtained from the Marine Department of the Board of Trade, or from the local clerk to the guardians or magistrates' clerk.

There are also some training schools ashore which aim at sending boys to sea after giving them a certain amount of training.

Among the foremost of what are called the shore training institutions is the Royal Merchant Seamen's Orphanage at Snaresbrook, established close upon a century ago to educate, clothe, and maintain the necessitous orphan children of deceased merchant seamen. This admirable institution does not train its boys for the sea exclusively, but not a few of its boys do adopt the calling of their fathers and are equipped for sea by the Orphanage, and helped in every way either to become able seamen or, if they seek promotion, to make their way through the successive grades until they become masters. Many of its boys who have gone to sea as apprentices have risen to high positions in the Mercantile Marine. The training they receive in the Orphanage is recognised to be of a very high class, and there is never any difficulty in finding owners to whom they may be apprenticed.

## CHAPTER VIII

### STEWARDS AND COOKS

NOT the least unpleasant way of going to sea for boys who do not wish to become officers and will not go before the mast is to endeavour to become a steward. In this sea-going occupation, as in all others, there is considerable scope for advancement, and progress depends almost entirely upon perseverance and personal characteristics. The principal plum which occasionally falls to the lot of the beginner is that of purser's boy, or personal servant to the purser on a big liner. It is not every purser on a big liner, however, who has a boy, and the few appointments of this nature are generally made as favours. Less fortunate boys have to start as stewards.

Some immense modern liners carry hundreds of passengers who, of course, require clean crockery and plenty of it at every meal. Thus you may begin in the scullery department, and from early morning till late at night you will be hard at work washing and wiping dishes, cleaning forks and spoons and polishing knives, peeling potatoes, scouring pots and pans, and doing all the dirty work which the scullery staff of a big

hotel ashore has to do. Thence if you are hard-working and cheerful, and can do your work equally well whatever the weather, you may rise into the kitchen and gradually work your way up until, in a few years, you become a full-fledged cook, one of the half-dozen lieutenants of the chief cook. But the probabilities are that if you start as steward on a large passenger steamer you will be set to work in the third-class or steerage, or emigrant quarters. The hours are long and the work is arduous, but your personal expenses are less than if you are a saloon steward, for you do not need so many white shirts, for one thing, and there are other compensating advantages which vary in the different ships and trades.

You may rise to become chief third-class steward, if you show ability in looking after the comfort of the third-class, or emigrant passengers, and at the same time are mindful of your employer's interests, a good steward being a good advertisement for the line. If there is no vacancy in the third-class above you, you may be transferred to the second saloon or the first saloon when you will have special duties appointed you, and will require more in the way of working clothes, uniforms, and clean linen. Courtesy and cheerfulness are indispensable if you want to progress; however good a worker a steward

may be, if he once becomes known to be a grumbler his chances of promotion are gone. There is always the possibility that you may win your way to the responsible and well-paid positions of chief steward or purser. No steamer carries more stewards than it needs for the comfort of its passengers ; some vessels rather err in the other direction. Many cargo steamers only carry one steward, and there have been known to be vessels in which the duties of steward and cook are united in the one person, with such assistance in peeling potatoes and jobs of that sort as he can get an odd member of the crew to perform for him voluntarily. To become a steward you should write to the chief Shore Steward of whichever line you wish to join, and also try to make the acquaintance of some steward already employed by the line who can put in a word for you. Personal application to the Chief Steward a day or so after a steamer arrives is also advisable sometimes. He will certainly know what vacancies there are, and if he sees you are smart and strong, and likely to be able to do your work, he may be able to see that you get a trial ; and if he cannot find room for you on his own ship he will probably recommend you to see some chief steward of his acquaintance. Of course, it is understood that your references are first-class,

especially for honesty and truthfulness. Application may also be made with satisfactory results, to the Shipping Federation, which has branches at all the principal ports. If you have any knowledge of waiting at a high-class restaurant or hotel it will be an advantage to you, because it will show that you are not ignorant of how a table should be set, and how plates and dishes and so on should be served and removed ; though, be it remarked, the duties of a hotel or restaurant waiter are very different in many particulars from those of a steward or waiter in the saloon department of a large passenger steamer. If you are able to play any musical instrument tolerably well from music it will also be a point in your favour. Many large passenger steamers carry an orchestra, recruited entirely from members of the staff, while on those on which this is not done concerts and other entertainments are arranged every voyage, and on long voyages once or twice a week, and the steward, who is also an instrumentalist, cannot fail to find his abilities appreciated—and sometimes his pocket benefited also.

Those who desire to go to sea as cooks should join one or other of the national cookery schools, and be instructed in the mysteries of “cracker-hash,” “sea-pie,” “lobscouse and duff,” and the

other dainties beloved of, or inflicted upon, the seafarer.

The nautical cookery schools, however, give ample instruction in the mysteries of the higher culinary art, and after a full course of instruction at one of these establishments the sea cook should be able to turn out a complete many-coursed dinner, which could not be excelled for variety or excellence by any first-class hotel ashore.

All desiring to go to sea as firemen, stokers, or coal trimmers, should apply to the steamship Companies, the Shipping Federation, the Marine Board shipping offices, or the National Seamen's and Firemen's Union. This is probably the hardest life of all at sea on a steamer. The conditions are most trying, and none but those who do not mind roughing it—and it is rough—and are robust and of considerable physical strength should attempt it.

# APPENDIX

THE Board of Trade has kindly supplied the following alphabetical list (arranged according to Ports) of the Shipowners at the principal Ports in the United Kingdom who engage Apprentices with or without Premiums. Many of the Shipowners pay wages although the fact is not mentioned in this list.

NOTE.—The information in this list is based on the results of inquiries which have been made by the Board of Trade at the various ports, but the particulars are liable to vary, and the Board can accept no responsibility for the accuracy of the information.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
ABERDEEN.		
Steam ..	Adam Bros., Ltd., Regent Quay .. ..	Premium nil. 30 <i>l.</i> to 40 <i>l.</i> wages, in four years.
Sail ..	Donaldson, Rose & Co., Union St. .. ..	Premium 50 <i>l.</i>
Sail ..	Milne, George, & Co., East Craibstone St. ..	Premium 31 <i>l.</i> 10 <i>s.</i> 28 <i>l.</i> returned as wages.
BELFAST.		
Sail ..	Craig, Andrew, Waring St. .. ..	Premium 25 <i>l.</i> Wages 25 <i>l.</i>
Steam ..	Dixon, Sir D., 113, Corporation St. .. ..	Premium 20 <i>l.</i> Wages 30 <i>l.</i> , paid in four years. 24 <i>l.</i> paid in three years.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Heyn, G., & Sons, Ulster Chambers, Waring St.	Premium 40%. 10s. a month paid as wages, and 15% returned on completion of indentures
Steam ..	Irish Shipowners Co., Ltd., Corporation St.	Premium 20%. 30% paid in four years. 24% paid in three years.
Sail ..	Porter, Wm., 7, Waring St. .. ..	Premium nil. Wages varying from 20% to 25%.
BLYTH.		
Steam ..	*Whitfield & Co. .. ..	Premium nil. Wages 40% for five years and 12s. per annum in lieu of washing.
BRISTOL.		
Steam ..	Elder, Dempster & Co., Canada House ..	Premium nil.
CARDIFF.		
Steam ..	Anning Bros. .. ..	Premium nil. Four years. Wages 30%.
Sail ..	Beynon, T., & Co. .. ..	Premium 20%. Four years. Wages 25%. Premium returned on satisfactory completion of indentures.
Steam ..	Cory, J., & Sons, Ltd. .. ..	Premium nil. Four years. Wages 40%.
Steam ..	Evans, Thomas, Radcliffe & Co. .. ..	Premium nil. Four years. Wages 30%.
Steam ..	Jones, W. & C. T. .. ..	Premium nil. Four years. Wages 40%.

See Newcastle, where the head offices are situated.



Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Nicoll, Ed., & Co. .. .. .	Premium by arrangement. Four years. Wages 33%.
Steam ..	Radcliffe, Chas., & Co. .. .. .	Premium nil. Four years. Wages 30%.
Steam ..	Tatem, W. J., & Co. .. .. .	Premium nil. Four years. Wages 30%.
Steam ..	Turnbull Bros. .. .. .	Premium nil. Four years. Wages 40%.
CARNARVON.		
Sail ..	Prichard Bros. & Co., Cornhill, Portmadoc	Premium 15%. Premium returned on comple- tion of indentures. Wages 28%.
DUNDEE.		
Steam ..	Bruce, John P., Custom House Buildings	Premium nil. Wages as arranged. Three or four years.
Sail ..	Couper, John, 94, Commercial St.	Premium nil.
Steam and Whaling.	Mitchell, James, 39, Dock St. .. ..	Premium nil.
Steam ..	Mudie, R. A. & J. H., 70, Seagate .. ..	Premium nil.
Sail ..	Nicoll, James, & Co., 70, Seagate .. ..	Premium 26%. Premium returned in wages.
Sail ..	Taylor, W. O., & Co., 83, Commercial St. ..	Premium nil.
Sail ..	Wilson, John, 26, East Dock St. .. ..	Premium 30%. Premium returned on com- pletion of indentures.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
	GLASGOW.	
Sail ..	Aitken, Lilburn, & Co., 80, Buchanan St.	Premium 10 <i>l</i> . Wages 28 <i>l</i> .
Sail ..	Black, John, & Co., 26, Bothwell St. ..	Premium nil. Wages 25 <i>l</i> . Three years. 10 <i>l</i> . bonus.
Sail ..	Boyd, Jas., & Son, 109, Hope St. .. ..	Premium 26 <i>l</i> . 5 <i>s</i> . Wages 26 <i>l</i> .
Sail ..	Briggs, F., & Co., 116, Hope St. .. ..	Premium 20 <i>l</i> . Premium returned as wages.
Sail ..	Brown & Watson, 16, Bothwell St. .. ..	Premium nil. Wages 30 <i>l</i> . Deposit 20 <i>l</i> . Returned on completion of indentures.
Sail and Steam.	Campbell, J. M., & Son, 31, St. Vincent Place	Premium, Sail, 20 <i>l</i> . Sail, Four years. Wages 28 <i>l</i> . 10 <i>l</i> . surety. Premium, Steam, 25 <i>l</i> . Steam, Three years. Wages 25 <i>l</i> . 10 <i>l</i> . surety.
Steam ..	Clyde Shipping Co., Ltd., 21, Carlton Place	Premium 10 <i>l</i> . Wages 26 <i>l</i> . Premium re- turned on completion of indentures.
Sail ..	Cornfoot & Co., 196, St. Vincent St. .. ..	Premium 20 <i>l</i> . Wages 28 <i>l</i> . 20 <i>l</i> . surety.
Sail ..	Crawford & Rowat, 70, Wellington St. ..	Premium 31 <i>l</i> . 10 <i>s</i> . Wages 26 <i>l</i> .
Sail ..	Denniston, P., & Co., 145, Queen St. ..	Premium 30 <i>l</i> . Wages 30 <i>l</i> . Surety 20 <i>l</i> . to 30 <i>l</i> .
Steam ..	Donald & Taylor, 123, Hope St. .. ..	Wages 36 <i>l</i> . Three years.
Steam ..	Donaldson Brothers, 58, Bothwell St. ..	Premium 30 <i>l</i> . Wages 20 <i>l</i> . Premium re- turned on completion of indentures.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Sail ..	Dunlop, Thos., & Sons, 70, Wellington St.	Premium 10%. Wages 26%. Premium re- turned on completion of indentures.
Sail ..	Fairlie, James, 12, Waterloo St. .. ..	Premium 20%. Premium returned on com- pletion of indentures. Wages 20%.
Steam ..	Gardiner, Jas., & Co., 24, St. Vincent Place	Premium nil. Wages 30%.
Sail ..	Gibson & Clark, 65, Robertson St. .. ..	Premium 25%. Wages 25%.
Steam ..	Glen & Co., 157, St. Vincent St. .. ..	Premium nil. Wages 35%. Surety 10%.
Sail ..	Gordon, George, & Co., 48, West Regent St.	Premium 20%. Wages 30%.
Steam ..	Gow, Harrison & Co., 45, Renfield St. ..	Premium nil. Three years. Wages 25%. Bonus 10%.
Sail ..	Guthrie, Macdonald, Hood & Co., 29, Waterloo St.	Premium 31%. 10s. Wages 25%.
Sail ..	Hardie, John, & Co., 11, Bothwell St. ..	Premium 25%. Premium returned as wages.
Sail ..	Hatfield, Cameron & Co., 10, Bothwell St.	Premium 10% to 15%. Wages 28%. Surety 15% to 25%. Premium returned on com- pletion of indentures.
Steam ..	Henderson, P., & Co., 15, St. Vincent Place	Premium nil. Wages 25%. Bonus 10%. Three years.
Sail and Steam.	Hogarth, Hugh, & Sons, 70, Great Clyde St.	Premium 21%. Wages 26%. 20% penalty.
Steam ..	Hope & Sloan, 79, St. George's Place ..	Premium 10%. Wages 28%. Premium re- turnable.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Hutchison, J. & P., 31, Hope St. ..	Premium nil. Wages 41%. Bonus 10%. Four years.
Sail ..	Kerr, Newton, & Co., 34, West George St.	Premium 20%. to 25%. Wages 30%.
Sail ..	Law, Thos., & Co., 123, Hope St. .. ..	Wages 28%. 20% deposit returned on completion of indentures.
Steam ..	Lyle Shipping Co., Ltd., 124, St. Vincent St.	Wages 30% for four years. 10% deposit returnable.
Steam ..	MacLay & McIntyre, 21, Bothwell St. ..	Premium nil. Three years. Wages 25%. Bonus 10%.
Steam ..	Miller & Richards, 53, Boswell St. .. ..	Premium nil. Wages 40%. Gratuity 10%. Four years.
Steam ..	Prentice, Service, & Henderson, 175, West George St.	Premium 25%. Premium returned as wages.
Steam ..	Purdie, Glen, & Miller, 55, West Regent St.	Premium 12%. Wages 45%.
Steam ..	Robertson, Mackie, & Co., 140, West George St.	Premium nil. Wages 26%. Penalty 10%. Four years.
Sail ..	Rogers & Co., 204, Bath St. .. ..	Premium 20%. Wages 20%. Premium returnable if indentures carried through.
Sail ..	Roxburgh, J. & A., 3, Royal Exchange Square	Premium 20%. Wages 30%. Premium returned on completion of indentures.
Sail ..	Russell, J. Archie, 12, Waterloo St. .. ..	Premium 30%. Premium returned as wages.
Sail ..	Russell, R., & Co., 8, Gordon St. .. ..	Premium 30%. Premium returned as wages. If no premium 18% wages.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Smith, George, & Sons, 75, Bothwell St. ..	Premium 15 <i>l</i> . Wages 26 <i>l</i> . Surety 10 <i>l</i> . Pre- mium returned on completion of indentures.
Sail ..	Thomson, Dickie, & Co., 17, Royal Exchange Square.	Premium 26 <i>l</i> . 5 <i>s</i> . Wages 28 <i>l</i> . 10 <i>l</i> . surety.
Sail ..	Thomson, Jno., Jr., 49, West George St. ..	Premium 25 <i>l</i> . 12 <i>l</i> . wages.
Sail ..	Walker, John A., & Co., 134, St. Vincent St.	Premium 10 <i>l</i> . Wages 28 <i>l</i> .
Sail ..	Watson Brothers, 142, St. Vincent St. ..	Premium 10 <i>l</i> . Wages 26 <i>l</i> .
Sail ..	Weir, Andrew, & Co., 94, Hope St. .. ..	Premium 20 <i>l</i> . 30 <i>l</i> . wages during four years.
	GRANGEMOUTH.	
Steam ..	Mackay, A. & A. Y., Grangemouth ..	Premium 10 <i>l</i> . Wages 40 <i>l</i> . in four years, 12 <i>s</i> . per annum in lieu of washing, and a bonus of 5 <i>l</i> . to 10 <i>l</i> . on satisfactory completion of indentures.
	GREENOCK.	
Sail ..	Buchanan, H. & Co., 11, West Breast ..	Premium sometimes required. Amount not stated.
Sail ..	Crawford, W. & J., 3, East Breast .. ..	Premium required. Amount not stated.
Steam ..	Denholm, J. & J., 27, Cathcart St. ..	Premium nil.
Sail ..	Finlay, Campbell & Co., 12, Bogle St. ..	Premium required. Returned as wages.
Steam ..	Gulf Line, Ltd., 1, Cross Shore St. .. ..	Deposit required. Returned with interest.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Sail ..	Hart, J. D., 4, East Breast .. ..	Premium sometimes required.
Sail ..	Hill, Robert, 2, East India Breast .. ..	Premium preferred. Amount not stated.
Sail ..	Lang and Fulton, Rue End St. .. ..	Premium required. Amount not stated.
Sail ..	Macdonald, Adams & Co., 11, William St.	Premium usually required. Amount not stated.
Sail ..	Macfarlane, J. M., & Co., Wallace Buildings	Premium nil.
Sail ..	McGillivray, D., 10, Cross Shore St. ..	Premium required. Amount not stated.
Sail and Steam.	Shankland, Robt., & Co., 21, Cathcart St.	Small premium usually required.
Sail ..	Walker, Wm., & Co., 2, Church Place ..	Premium sometimes required.
HARTLEPOOL, WEST.		
Steam ..	Appleby, T., & Co., Church St. .. ..	Premium nil. 40% for 4 years and a bonus of 5% if apprenticeship is satisfactorily completed. 1% per annum in lieu of washing.
Steam ..	Cameron, K. McD., & Co., 20 Church St. ..	Premium nil. 40% wages for 4 years. A bonus of 10% if apprenticeship is satisfactorily completed. 1% per annum in lieu of washing.
Steam ..	Crosby, Magee & Co., 67, Church St. ..	Premium nil. 40% wages for 4 years.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Furness, Withy & Co., Ltd., Baltic Chambers	40l. wages for 4 years.
Steam ..	Hardy, R., & Co., Church St. .. ..	40l. wages for 4 years and a bonus of 5l. if apprenticeship is satisfactorily completed.
Steam ..	Harland, G. B., & Co., Victoria Terrace ..	Premium nil. 40l. wages for 4 years. 12s. per annum in lieu of washing.
Steam ..	Lilly, J., & Co., Church St. .. ..	35l. wages for 4 years and a bonus of 5l. if apprenticeship is satisfactorily completed. 1l. per annum in lieu of washing.
Steam ..	Livingston, R., & Co., Church St. .. ..	Premium nil. 40l. wages for 4 years and a bonus of 5l. if apprenticeship is satisfactorily completed. 12s. per annum in lieu of washing.
Steam ..	Merryweather, J., & Co., Church St. ..	35l. wages for 4 years and a bonus of 5l. if apprenticeship is satisfactorily completed.
Sail ..	Pattison, J., Bellerby Terrace .. ..	Premium nil. 40l. wages for 4 years and a bonus of 3l. if apprenticeship is satisfactorily completed. 35l. wages for 3 years and a bonus of 2l. if apprenticeship is satisfactorily completed. 12s. per annum in each case in lieu of washing.
Steam ..	Pyman, G., & Co., Mercantile Chambers ..	41l. wages for 4 years. 10s. per annum in lieu of washing. A surety of 10l. is usually required.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Rickinson, Sons & Co., Church St. .. ..	Premium nil. 35 <i>l.</i> wages for 4 years and a bonus of 5 <i>l.</i> if apprenticeship is satisfactorily completed.
Steam ..	Ropner, R., & Co., Mercantile Chambers ..	Premium nil. 40 <i>l.</i> wages for 4 years. 12 <i>s.</i> per annum in lieu of washing,
Steam ..	Scott, W., & Co., Scarborough St. .. ..	
Sail ..	Sharper & Co., Victoria Terrace .. ..	Premium nil. 40 <i>l.</i> wages for 4 years. A surety of 5 <i>l.</i> is required.
Steam ..	Sivewright, Bacon & Co., Church St. ..	Premium nil. 40 <i>l.</i> wages for 4 years and a bonus of 5 <i>l.</i> if apprenticeship is satisfactorily completed. 10 <i>s.</i> per annum in lieu of washing.
Steam ..	Webster & Barraclough, Church Square...	Premium nil. 45 <i>l.</i> wages for 4 years and a bonus of 5 <i>l.</i> if apprenticeship is satisfactorily completed.
Steam ..	West Hartlepool Steam Navigation Co., Ltd., Victoria Terrace.	Premium nil. 40 <i>l.</i> wages for 4 years.
Steam ..	Wilson, J. F., & Co., Church St. .. ..	Premium nil. 40 <i>l.</i> wages for 4 years and a bonus of 10 <i>l.</i> if apprenticeship is satisfactorily completed. 1 <i>l.</i> per annum in lieu of washing.
Steam ..	Yeoman, F., Victoria Terrace .. ..	Premium nil. 40 <i>l.</i> wages for 4 years and a bonus of 5 <i>l.</i> if apprenticeship is satisfactorily completed. 1 <i>l.</i> per annum in lieu of washing.



Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
HULL.		
Steam ..	Deddington Steamship Co., Ltd. .. ..	Premium nil.
Steam ..	Massey, W. A., & Co. .. ..	Premium nil.
Steam ..	Sanderson, G. R., & Co. .. ..	Premium nil.
Steam ..	Tulley, William, & Co. .. ..	Premium nil.
Steam ..	Wilson, Thos., Sons & Co., Ltd. .. ..	Premium nil.
LIVERPOOL.		
Sail ..	Brodersen, Vaughan, & Co., 10, South Castle St.	Premium 30 gns. Wages 28l.
Steam ..	Brown, J., & Son, Old Castle Buildings, Preeson's Row.	10l. deposit. Returned on completion of indentures; also 40l. wages in four years.
Sail ..	Chadwick, Wainwright & Co., 28, Brunswick St.	Premium 25l.
Steam ..	Chambers, J., & Co., 3, King St. ..	Premium nil. Deposit 10l. to 20l. Returned at end of apprenticeship. Wages 30l. for four years.
Sail ..	Corsar, David, & Sons, 30, Brunswick St.	Premium nil. Wages 25l. in four years.
Sail ..	De Wolf, C. E., & Co., 28, Brunswick St.	Premium 30l. 10l. on booking a berth, 20l. on signing indentures; also surety for 30l. required.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Sail and Steam.	Dunn, C. G., & Co., 6, Water St. .. ..	Premium nil. Deposit 30%. Returned on completion of indentures.
Sail ..	Edgar, J., & Co., 14, Water St. .. ..	Premium 30 gns. 30% returned as wages, &c. Terms slightly different for three years' apprenticeship.
Steam ..	Elder, Dempster & Co., Colonial House, Water St.	Premium nil. Bridge deck apprentices only.
Sail ..	Eyre, Evans, & Co., The Temple, Dale St.	Deposit 10%. Returned on completion of indentures.
Sail ..	Fernie, H., & Sons, 7, Rumford St. ..	Premium 25%. Returned as wages.
Sail ..	Gracie, Beazley & Co., 14, Water St. ..	Premium 50 gns. Wages 30%.
Steam ..	Hall Line, Tower Buildings .. ..	Premium 50%. Returnable in four years if satisfactory.
Steam ..	Harrison, Thos. & Jas., Mersey Chambers, Old Churchyard	Wages 1 <i>l.</i> per month in first year, 1 <i>l.</i> 10 <i>s.</i> per month in second year, and 2 <i>l.</i> per month in third year. Only "Conway" or "Worcester," or boys who have previously served 12 months on sail. Deposit 20%, returnable with 4 per cent. interest at the end of three years. Two boys generally on each steamer. Sleep in state-room and live in saloon. Captain and Chief Officer take charge of them during voyage.
Sail ..	Haws,*John R., & Co., 16, South Castle St.	Premium nil. Deposit 20%. Returned on completion of indentures.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Sail ..	Hayton & Simpson, 38, Drury Buildings ..	Premium nil. Deposit 20%. Returned on completion of indentures.
Steam and Sail.	Herron, John, & Co., 9, Chapel St. .. ..	Premium 30%. 25% returned as wages.
Sail ..	Houston, John, & Co., 38, Drury Buildings	Premium nil. Deposit 20%. Returned on completion of indentures.
Steam ..	Houston, R. P., & Co., 10, Dale St. .. ..	Premium nil. Surety of 10% demanded.
Sail and Steam.	Hughes-Jones, R., & Co., The Albany, Old Hall St.	Premium 20 gns. to 25 gns. 20% to 25% returned as wages.
Sail ..	Iredale, P., & Porter, Ltd., Mersey Chambers	Premium 20 gns. to 30 gns. Premium not always demanded. Varies as vessel and length of service.
Sail ..	Joyce, John, & Co., 51, North John St.	Premium of 30 gns. Returned as wages.
Sail ..	Karran, G. C., Castletown, Isle of Man ..	Premium 30 gns. Returned as wages, &c. Four years' service. Slightly different terms for three years' apprenticeship.
Steam ..	Leyland, F., & Co., Ltd., 27, James St. ..	Premium nil. Wages 40% for four years.
Sail and Steam.	Leyland, R. W., & Co., Exchange Buildings.	Premium 100%.
Steam and Sail.	Macvicar, Marshall, & Co., 13, Castle St.	Premium, Sail, 30 gns. : Steam 30% per annum. Premium not always demanded, as in some ships boys are taken without a premium, and receive wages, 20%, during the four years' apprenticeship.
Sail ..	McDiarmid & Co., 17, Water St. .. ..	Premium by arrangement.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Sail ..	Moran, Galloway, & Co., 13, King St. ..	Premium 25 gns.
Sail ..	Newton, Wm. J., 11, Nova Scotia .. ..	Premium 25l. Generally taken for four years if over 16, and five years if under 16.
Sail ..	Nicholson & McGill, F18, Exchange Buildings	Premium nil. Deposit 20l. 26l. returned as wages on completion of indentures.
Sail ..	Nicholson, W. M., & Co., 14, Fazakerley St.	Premium nil. Deposit 20l. Returned on completion of indentures. Wages 26l. for four years.
Sail ..	Potter, W. H., & Sons, 29, Hurst St. ..	Either with or without premium, according to arrangement.
Steam and Sail.	Price, W., & Co., 3, Cable St. .. ..	Premium 30 gns.
Sail ..	Rae, J. & J., & Co., 14, Water St. .. ..	Premium 20l. to 40l.
Sail ..	Roberts, E. F. & W., 26, Chapel St. ..	Premium 25l.
Sail ..	Roberts, Owen, & Co., 19, Old Hall St. ..	Premium 25l. Wages 25l.
Steam ..	Royden, T. B., Esq., The Atlantic, Brunswick St.	Premium nil. Wages 1s. per month. "Con-way" and "Worcester" boys and others of good recommendation taken. Berthed by themselves and live in saloon. Only two carried as a rule. Master and Mate look specially after them, teach navigation, &c.
Sail ..	Shute, Thomas, 60, Castle St. .. ..	Premium nil. Deposit 10l. Returned on completion of indentures.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Sail ..	Sproat, James & Co., 28, Chapel St. ..	Premium 15 <i>l.</i> to 30 <i>l.</i> Premium, which varies according to circumstances, returned as wages.
Sail and Steam. Sail ..	Steeves, G. M., & Co., City Buildings, Old Hall St. Thomas, R., & Co., 26, Chapel St. .. ..	Premium nil. Deposit 30 <i>l.</i> Returned on completion of indentures. Premium 20 <i>l.</i> Wages 30 <i>l.</i> for four years.
Sail and Steam. Sail ..	Thomas, W., Sons, & Co., Ltd., 14, Water St. Thompson, Anderson, & Co., 8, Fenwick St.	Premium 20 <i>l.</i> Returned as wages, with 20 <i>l.</i> gratuity if satisfactory. Premium nil. Boys not bound, but put on articles as cadets. Deposit, 20 <i>l.</i>
Sail ..	Wakeham, S., & Son, 20, King St. .. ..	Premium 20 <i>l.</i>
Sail ..	Walmsley, J. B., & Co., 18, Chapel St. ..	Premium 30 gns. Returned as wages.
Sail ..	Windram, G., & Co., 12, Drury Lane.. ..	Premium nil. Deposit 30 <i>l.</i> Returned as wages.
LONDON.		
Steam ..	Angier Bros., 24, St. Mary Axe, E.C. ..	Premium nil.
Sea ..	Anglo-American Oil Co., Ltd., 22, Billiter St., E.C.	Premium 10 <i>l.</i> Wages 30 <i>l.</i> for four years.
Steam ..	Anglo-Australasian Steam Navigation Co., 130, Fenchurch St., E.C.	Premium 40 <i>l.</i> Returned as wages.
Steam ..	Austin Friars Steam Shipping Co., 8 Austin Friars, E.C.	Premium nil.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Australind Steam Shipping Co., 87A, Leadenhall St., E.C.	Premium 52 <i>l.</i> 10 <i>s.</i> Wages 35 <i>l.</i>
Steam ..	Bethell, Gwyn, & Co., 22, Billiter St., E.C.	Premium 52 <i>l.</i> 10 <i>s.</i> Wages 35 <i>l.</i>
Sail ..	Black, Moore & Co., 5, East India Avenue, E.C.	Premium nil.
Steam ..	Blue Anchor Line, Ltd., 3, East India Avenue, E.C.	Premium not stated.
Steam ..	British India Steam Navigation Co., 9, Throgmorton Avenue, E.C.	Premium 52 <i>l.</i> 10 <i>s.</i> Must have served in "Worcester" or "Conway," or at sea for one year. Wages more than covers premium.
Steam ..	Bucknall Bros., 23, Leadenhall St., E.C. ..	Premium 50 <i>l.</i> Wages 54 <i>l.</i> , and 25 <i>l.</i> , on satisfactory completion of apprenticeship.
Steam ..	Corrie, J. P., & Co., 9 & 11, Fenchurch Avenue, E.C.	Premium 30 <i>l.</i> 10 <i>l.</i> returned on satisfactory completion of indentures.
Steam ..	Cuban Steam Shipping Co., 7, East India Avenue, E.C.	Premium nil.
Sail ..	Devitt & Moore, 12, Fenchurch Buildings, E.C.	Premium 63 <i>l.</i> Also midshipmen.
Steam ..	Dodd, Geo., 65, London Wall, E.C. ..	Premium nil.
Sail ..	Duncan, Geo., & Co., 2, East India Avenue, E.C.	Premium 20 <i>l.</i> Returned on satisfactory completion of indentures.
Steam ..	English and American Shipping Co., 5 & 6, Billiter Avenue, E.C.	Premium nil.
Steam ..	Farrar, Groves & Co., 147, Leadenhall St., E.C.	Premium nil. Wages 25 <i>l.</i> Term of service, three years. Surety required, 10 <i>l.</i>

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Federal Steam Navigation Co., 2, Fenchurch Avenue, E.C.	Premium 52 <i>l.</i> 10 <i>s.</i> Wages 35 <i>l.</i>
Sail ..	Foley, Aikman & Co., 4, Lloyd's Avenue, E.C.	Premium 31 <i>l.</i> 10 <i>s.</i>
Steam .	Gordon Steam Shipping Co., 36, Lime St., E.C.	Premium nil.
Sail .	Guthrie & Co., 62, Leadenhall St., E.C. ..	Premium 31 <i>l.</i> 10 <i>s.</i> Wages 25 <i>l.</i>
Steam ..	Haldinstein & Co., 1, Leadenhall St., E.C.	Premium nil.
Steam ..	Haslehurst, E., & Co., Billiter House, E.C.	Premium nil.
Sail .	Henderson, Tucker & Co., 32, Great St. Helens, E.C.	Premium 31 <i>l.</i> 10 <i>s.</i> Wages 30 <i>l.</i>
Sail ..	Hine Bros. & Willis, 6, Crosby Square, E.C.	Premium 31 <i>l.</i> 10 <i>s.</i> Wages 30 <i>l.</i>
Steam ..	Holman, R. H., 4, Lloyd's Avenue, E.C. ..	Premium 15 <i>l.</i> to 20 <i>l.</i> Returned as wages.
Steam ..	Houlder Bros. & Co., 146, Leadenhall St., E.C.	Premium 105 <i>l.</i>
Steam ..	Houston, R. P., & Co., 16, Leadenhall St., E.C.	Premium nil. Deposit of 10 <i>l.</i> required.
Sail and Steam.	Jacobs, J. I., & Co., 60, St. Mary Axe, E.C.	Premium 25 <i>l.</i> sail; 30 <i>l.</i> steam. Premium returnable in wages.
Steam ..	Jenkins & Co., 6, Lloyd's Avenue, E.C. ..	Premium 105 <i>l.</i>
Steam ..	Lamplough, W. & E. S., 88, Bishopsgate St. Within, E.C.	Premium not stated.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Sail ..	Lidgett, J., & Sons, 6, Lime St. Square, E.C.	Premium 42/.
Steam ..	Mercantile Steam Ship Co., 70, Bishopsgate St., E.C.	Premium nil.
Steam ..	Milburn, Wm., & Co., 130, Fenchurch St., E.C.	Premium 40/. Returned as wages.
Steam ..	"Mogul" Steamship Co., Dock House, Billiter St., E.C.	Premium nil. Deck apprentices only.
Sail ..	Montgomery, W., & Co., 63, Mark Lane, E.C.	Premium 60/.
Sail ..	Montgomery, W., & Co., 63, Mark Lane, E.C.	Premium nil. Deck hands only.
Steam ..	Morgan, E., & Co., 12, St. Mary Axe, E.C. ..	Premium not stated.
Steam ..	Nelson, Donkin & Co., 12, Great St. Helens, E.C.	Premium nil.
Steam ..	New Zealand Shipping Co., 138, Leadenhall St., E.C.	Premium 105/. "Worcester" cadets only.
Sail ..	Nourse, Jas., Ltd., 4, Lloyd's Avenue, E.C.	Premium 31/. 10s. Wages 30/.
Steam ..	Pickard, A. W. & Co., 7, Great St. Helens, E.C.	Premium nil.
Steam ..	Phillips, Phillips & Co., 65, London Wall, E.C.	Premium nil.
Sail ..	Potter Bros., 112, Fenchurch St., E.C. ..	Premium 42/. Wages 35/*

\* In the case of boys who have served their time on a training ship the apprenticeship is reduced to three years, and 10/ is returned to the boys at the end of each year.



Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Runciman, W. & Co., 55 and & 56, Bishopsgate St. Within, E.C.	Premium nil.
Steam ..	Scrutton, Sons & Co., 9, Gracechurch St., E.C.	Premium nil.
Steam ..	Shakespeare Shipping Co., 88, Bishopsgate St., E.C.	Premium nil.
Sail ..	Shaw, Savill & Co., 14, Billiter St., E.C. ..	Premium 63/.
Steam ..	Stephens, T., & Sons, 138, Leadenhall St., E.C.	Premium 21/.
Sail ..	Stewart, Jno., & Co., 3, Fenchurch Avenue, E.C.	Premium 30 gns. Wages nil. Apprenticeship. four years.
Steam ..	Symons, G. T. & Co., 18, Leadenhall St., E.C.	Premium nil.
Steam ..	Temperley, J., & Co., 72, Bishopsgate St. Within, E.C.	Premium nil.
Steam ..	Thompson, Geo., & Co., 7, Billiter Square, E.C.	Premium nil.
Steam ..	Tremellen & Thomas, 22, St. Mary Axe, E.C.	Premium not stated.
Steam ..	Turnbull, Scott & Co., Exchange Chambers, St. Mary Axe, E.C.	Premium nil. Wages 40/.
Steam ..	Tyser & Co., 16, Fenchurch Avenue, E.C...	Premium from 50/. Cadets only.
Steam ..	Watts, Watts, & Co., 7, Whittington Avenue, Leadenhall St., E.C.	Premium nil. Boys from nautical training schools. Wages 40/.
Sail and Steam.	Weir, Andrew, & Co., 6, Lloyd's Avenue, E.C.	Premium 20/.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	White, Jno., 23A, Great St. Helens, E.C.	Premium nil.
Steam ..	Wood, Jno., & Co., 88, Bishopsgate St., E.C.	Premium nil.
	MANCHESTER.	
Steam ..	Elders & Fyffes (Shipping), Ltd., 4, Bradshaw St., Shudehill.	Premium nil. Two sureties of 20l. each required.
Steam ..	Manchester Liners, Ltd., 13, St. Ann St...	Premium 10l. One surety of 15l. Wages 40l. for four years, and 13s. 6d. per annum in lieu of washing, and a gratuity of 5l. at end of indentures, if satisfactory. Premium returnable at expiration of term of indentures.
Steam ..	Sivewright, Bacon & Co., 14, Cross St. ..	Premium nil. One surety of 10l. required. Wages 40l. for four years, and 10s. per annum in lieu of washing. A bonus of 5l. is given if terms of indenture are carried out satisfactorily.
	MARYPORT.	
Sail ..	Hine Bros., Custom House Buildings ..	Premium 30 gns. Wages 30l. for four years.
Sail ..	Ritson & Co. .. .. .	Premium 30l. Returned in wages for four years.
	MIDDLESBROUGH.	
Steam ..	Constantine Pickering SS. Co., "Maritime Buildings," Albert Rd.	Premium nil. Wages 30l. for four years, 12s. per annum in lieu of washing, and a bonus of 5l. on satisfactory fulfilment of indentures.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Lennard, J. M., & Sons, Ltd., Erimus Buildings.	Premium nil. Wages 44l. for four years, including 1l. per annum in lieu of washing, and a bonus of 5l. on satisfactory completion of indentures.
Steam ..	Gladstone & Co., Post Office Buildings ..	Premium nil. Wages 45l. for either four or five years (according to age), and a bonus of 5l. on satisfactory completion of indentures.
	NEWCASTLE-ON-TYNE.	
Steam ..	Adam Bros. & Co., 1, Quayside .. ..	Premium nil. Term four years. Wages 40l. No surety.
Steam ..	Cairns, Noble, & Co., 1, Quayside .. ..	Premium nil. Term four years. Wages 40l., and 5l. bonus on satisfactory completion of indentures. Deposit of 10l. required, returnable on completion of indentures.
Steam ..	Carrick, F., & Co., Milburn House .. + ..	Premium nil. Term four years. Wages 40l., and 5l., gratuity on satisfactory completion of indentures.
Steam ..	Chapman, R., & Son, 17, Sandhill .. ..	Premium nil. Term three years. Wages 30l., and 5l. bonus.
Steam ..	Coull, John, Baltic Chambers .. ..	Premium nil. Term four years. Wages 40l. Surety required.
Steam ..	Elswick Steam Shipping Co., Ltd., 34, Dean St.	Premium nil. Term four years. Wages 40l.
Steam ..	Fisher, Renwick & Co., Collingwood Buildings +	Premium nil. Term four years. Wages 40l., and 12s. per annum allowed in lieu of washing. Deposit of 10l. required, returnable on completion of indentures.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Forster, J. J. & C. M., Milburn House ..	Premium nil. Term four years. Wages 40l.
Steam ..	Morrison Shipping Co., Ltd., Milburn House	Premium nil. Term four years or five years. Wages 35l. or 46l. Surety required in sum of 20l.
Steam ..	Neptune Steam Navigation Co., Ltd., Sun Insurance Buildings.	Premium 20l. Term four years. Wages 40l., and usual allowance for washing. Premium returned on completion of indentures. An approved bond accepted in lieu of premium.
Steam ..	Prince Line, Ltd., Milburn House .. ..	Premium nil. Term four years. Wages 40l., and 12s. per annum in lieu of washing. A gratuity of 5l. given on satisfactory completion of indentures.
Steam ..	Readhead, Geo. T., & Co., Baltic Chambers.	Premium nil. Term four years. Wages 40l.
Steam ..	Runciman, W., & Co., Moor Buildings ..	Premium nil. Term four years. Wages 40l., and gratuity of 5l., on satisfactory completion of indentures. Surety required in sum of 20l., 10l. of which must be deposited on signing indentures and returned on completion.
Steam ..	Scholefield, Henry, & Son, 17, Sandhill ..	Premium nil. Term three years. Wages 25l., and 10l. gratuity on completion of indentures. Surety required in sum of 10l.
Steam ..	Stamp, Mann & Co., 5, Quayside ..	Premium nil. Term four years. Wages 40l., and 12s. per annum in lieu of washing, and 5l. bonus on satisfactory completion of indentures.

Sailing or Steam Vessels.	Name and Address of Firm.	Premium and Remarks.
Steam ..	Stephens, Sutton & Stephens, Prudential Buildings.	Premium nil. Term five years. Wages 56l., and 12s. per annum in lieu of washing. Suitable person must sign a bond for 50l.
Steam ..	Sutton, E. J., & Co., 41, Side .. ..	Premium nil. Term four years. Wages 40l. Surety required.
Steam ..	Whitfield & Co., Quayside .. ..	Premium nil. Term five years. Wages 45l., and 12s. per annum in lieu of washing. Surety required in a sum of 20l.
Sail ..	NEWPORT, MON. Beynon, Thos., & Co. .. ..	Premium 20l. On satisfactory completion of four years' apprenticeship a gratuity of 20l. is made. Wages for term 25l.
Steam ..	PLYMOUTH. Pearse & Haswell, Parade .. ..	Premium arranged according to terms of apprenticeship.
Sail ..	Shilston, A. H., Brunswick Terrace ..	Premium nil. Preference given to Plymouth boys.
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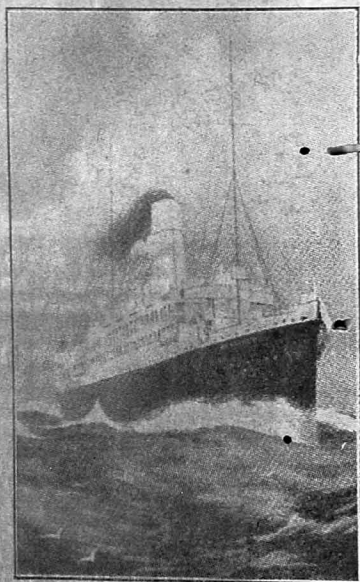
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